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meeting. Other issues negotiated for officers included an additional personal day off, a \$25 increase in optical reimbursement, and \$65 a year in longevity pay with a cap of \$1,300.

Officers also received an incentive for sick time not used, which is a similar program offered to the city's non-union employees. If an employee uses less than three sick days, he gets three days off as a bonus.

The new contract also defines the supervisory roles of top-ranked public safety officers. Minimum performance standards was another issue clarified.

"We always felt we were held to a higher standard than other departments," Madigan said. "We felt some of those programs were outdated."

In exchange, the city has more flexibility in scheduling. "They're not monumental issues, but they are important to both sides," Lanhoff said.

Madigan was joined by PSOs Robert Schultz and Richard Hennessey on the union side while assistant city manager Bill Richards and public safety director Gary Goss represented the city in negotiations.

In terms of pay, both sides use comparables to other communities of similar size. Farmington Public Safety officers rank themselves against other public safety departments, which do firefighting and emergency medical runs as well as police duties.

Farmington public safety officers worked without a contract for a year-and-a-half before an arbitrator in March 1995 awarded an 11.6-percent pay increase over three years — retroactive to January 1994.

Maximum pay for PSOs was \$43,333 annually before the new contract.

"We try to make sure they're at the least at the midway point," Lanhoff said. "We certainly don't want our employees at the bottom of the scale."

2 bond talks set

Two more, hour-long town hall information meetings are set to discuss the Farmington Public Schools' \$110 million bond and millage renewal election.

The meetings are 7-8 p.m. at the following dates and times:

- Monday, March 10, at East Middle School cafeteria, 25000 Middlebelt.
- Wednesday, March 19, at O.E. Duncick Middle School, 32800 W. 12 Mile.

School officials will present information, with Superintendent Bob Maxfield moderating. Questions will be invited afterward.

Voters will decide the questions — \$110 million for building renovations and computer technology and a millage renewal — on March 25.

MILITARY NEWS

NAVY OFFICER
Robert Mark Cavagnol was recently commissioned as an officer in the United States Navy. Cavagnol, the son of Richard and Carole Cavagnol of Farmington Hills, is a 1992 graduate of Farmington High School. He is a 1992 graduate of Kalamazoo College with a bachelor of arts degree in health sciences.

They'll be making 'Music'



Ready for "76 Trombones": Mercy High School's production of "The Music Man" will take to the stage next week, with shows at 8 p.m. Thursday and Friday, March 13-14, and 2 p.m. Sunday, March 16. At left, Mercy High student Elizabeth Mihalo (playing Marian Paroo) dances with Larry Lees (as Harold Hill) of the University Liggett School at a rehearsal. Tickets are \$8 for adults, \$6 for students. Call 476-8922 for reservations.

STAFF PHOTO BY EDWARD LAMITEX

Hills appoints to 4 boards

The Farmington Hills City Council has made several appointments to city boards and commissions.

Unless otherwise indicated, residents were appointed to three-year terms which will expire on Feb. 1, 2000.

- Building Authority — Carl Guiser (two-year term to expire Feb. 1999).
- Commission on Children, Youth and Families — Gina Schaler.
- Historic District Commission — Carl Guiser and Steve Weikal.
- Beautification Commission — Louise Rudnick.

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