### ounty OK's new contract for sheriff's deputies

They don't have precise figures, or even good estimates. But Gakland County commissioners are confident the higher salaries and increased pension benefits approved for sheriff deputies will be balanced out by "trade offs," or concessions.

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During their regular meeting
Thursdiay, commissioners approved a new contract that will
indicase the base pay for deputies
with live or more years of expericace to \$41,803 over three years.
Deputies had been working
without a contract since the old
one expired Dec. 31, 1991, when

the base pay for experienced deputies was \$37,844.

The 513 employees covered by the contract received increases of 4.5 percent for 1992 and 3 percent for 1993 and 1994. The same increases were given to other county employees.

The provision that raised eyempowers and triggered questions, however, was a change in how retirement benefits are computed.

Currently pension benefits, which deputies can collect at age 50 with a minimum of 25 years, are computed on the average earnings for the employees five best consecutive years. The monthly pension is that figure, multiplied

by two for each year of service.

Earnings for the five best consecutive years include base pay, longavity and overtime.

Commissioners agreed to boost the multiplier to 2.1 percent immediately and 2.2 percent beginning next year.

As a trade off, however, overtime pay will not be used to compute the annual earnings for those hired after the contract takes effect. Furthermore, deputies this months will begin contributing 1.95 toward the retirement fund.

ment fund.

Changes in computing retirement benefits bothered some commissioners, particularly

since they had been critical of the amount of overtime expended in the sheriffs department each year.

Also bothersome to some com-missioners was the lack of data about how changing the retire-ment formula would affect the county.

ment formula would affect the county.
Commissioner Lawrence R. Pernick said those cost estimates are important because of previous personnel practices. "What we give one group of employees, we usually end up giving to others."
Oakland is the county's fourth largest employer with about 3,500 full-time employees.
Commissioner Donald W. Jen-

sen, R-Birmingham, said the deputy's contract is "troublesome," particularily changing retirement rovisions. "I'm afraid of the precedent we might be setting. I could for the new contract because the alternative would probably be worse. Had we not approved the contract, it would have some to arbitration."

Some commissioners voted for the new contract because of assurances from officials like Vincent Lui. They had not seen an actuary's assessment, they said But based on their computations, retirement costs under the new contract would not be excessive.

Furthermore, said Luzi, it's not

#### $Lighthouse\ elects\ officers$

Lightwouse etect.

Lightwouse of Oakland County
— which provides food, clothing,
medical and other assistance to
north Oakland County residents
in need — has elected officers to
serve lon its board of directors for
the upcoming term.
Re-elected president was Barbara Miller, a program and evaluation; analyst at the Oakland
County Health Department. She
also serves on the board of the
United Way of Oakland County,
Re-elected vice president was

United Way of Orkian County.
Re-elected vice president was
Michael Hohauser, an attorney
with Googasian, Hopkins, Rogers,
Hohauser & Forhan.
Elected treasurer was John
Dickson, a partner at the accounting firm of Moceri, Dickson & Associatios.

Elected secretary was Norma Celler, a Realtor at Ralph Manu-l Realtors and a member of the Simningham-Bloomfield Board of Coaltors.

Realtors.
In addition, Thomas Carbin and Marc Cooper have joined the board of directors.

Cablin is the human resources manager of Comerica Bank, serves on the steering committee of Leadership Oakland, and is a member of the Auburn Hills Chamber of Commerce. Cooper is the owner of The Im-pressive Type printing company in Waterford.

Lighthouse of Oakland County is a member agency of United Way of Oakland County.

Rounding up the business round table

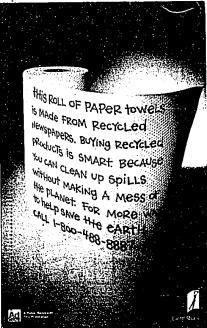
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