



## POLICE OFFICERS ASSOCIATION OF MICHIGAN

27056 Joy Road • Redford, Michigan 48239-1949 • 313 937-9000 • FAX 313 937-9165

### LETTER OF UNDERSTANDING

This letter of Understanding is between the White Lake Township (hereinafter "Employer") and the POLICE OFFICERS ASSOCIATION OF MICHIGAN representing White Lake Township Police Officers Association (hereinafter "Union").

**WHEREAS** the Employer and the Union are parties to a collective bargaining agreement with an effective date of January 1, 2022, to December 31, 2026 (hereinafter "CBA").

**WHEREAS** Article 10 Maintenance Conditions, Section 10.2 Twelve (12) Hour shifts subsection e is defined as "Patrol bargaining unit members will be scheduled to work a set 12-hour shift. The schedule will have two (2) platoons, which consist of four (4) shifts. The shifts will be labeled as Days 1 / Nights 1 (working Sunday through Tuesday) and Days 2 / Nights 2 (working Wednesday through Friday). Each Platoon will work every other Saturday. There will be one Patrol Officer assigned on each shift. The shift shall be 8am – 8pm and 8pm – 8am."

**WHEREAS** Article 10 Maintenance Conditions, Section 10.2 Twelve (12) Hour shifts subsection f is defined as "The Dispatch schedule shall be twelve (12) hour shifts and shall include 8am – 8pm, 8pm-8am and 2pm – 2am. The 2pm shift shall continue to adjust their shift in the event of any day scheduled off for vacation, training etc."

**WHEREAS** Article 13 Work Schedule 13.1 states "13.1 A work schedule showing the Employee's shifts, workdays, and hours shall be posted in the Department at all times. An Employee working 8 pm to 8 am shall receive a shift differential of six percent (6%) of the employee's base pay; An Employee working an overlapping shift shall receive the premium rate of his assigned shift.

**NOW, THEREFORE**, the EMPLOYER and UNION agree as follows:

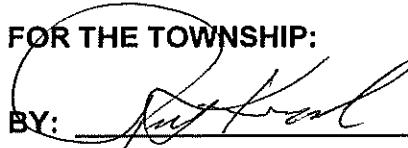
1. The changes shall take effect in January of 2026 and will be evaluated by the Employer and the Union in September of 2026 (prior to Winter 2026 shift bid).
2. Article 10 section 10.2 subsection e shall amend shift start time to "7am – 7pm and 7pm - 7pm."
3. Article 10 Section, 10.2 subsection f shall remain in effect unless members of dispatch have a majority vote to change to their work schedule to 7a-7p, 7p-7a, and 1p-1a or the Chief of Police determines that dispatch working the current start time is hindering patrol functions.

4. Article 13 Work Schedule section 13.1 is amended to read: An Employee working 7p to 7a shall receive a shift differential of six percent (6%) of the employee's base pay.
5. The first midnight shift will be from 8p to 7a and any employee working during the transition to the new shift start times will be compensated for a 12 hour work day.
6. The Employer or the Union can withdraw from this letter of agreement with 30 days' notice.
7. The remainder of the collective bargaining agreement remains unchanged and in full force and effect

**IT IS FURTHER AGREED THAT** this Letter of Understanding shall become effective on the date it is fully executed by all parties below and expires on the 30<sup>th</sup> Day of December 2026. The Employer or Union do not waive any other rights.

**IN WITNESS WHEREOF** the parties hereto by their duly authorized representatives agree to the above and execute this Letter of Understanding.

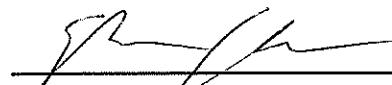
**FOR THE TOWNSHIP:**

BY: 

ITS: Supervisor

DATE: 1-12-26

**FOR THE UNION:**

BY: 

ITS: President

DATE: 1/14/26