

WHITE LAKE TOWNSHIP

AND

**POLICE OFFICERS OF
MICHIGAN**

Tentative Agreement - First Amendment

**WHITE LAKE TOWNSHIP
AND
POAM
Tentative Agreement – First Amendment**

1. **Duration;**

4 years

2. **Wages**

Effective January 1, 2022 3% increase, retro
Effective January 1, 2023 2.5% increase
Effective January 1, 2024 3% increase
Effective January 1, 2025 2.5% increase

Hazard Pay: A one-time payment of \$750.00.

New Dispatch Pay scale effective 1/1/2022. Wage includes the 3% increase for 2022.

Start:	\$47,123
6 month:	\$49,243
1 year:	\$50,561
2 year:	\$52,078
3 year:	\$55,000

3. **Work Week**

The parties agree to incorporate the LOU regarding twelve (12) hour shifts.

All leave time shall be converted to hours.

A work schedule shall be kept electronically in PowerDMS and all employees shall have access to the schedule. The schedule will contain the shift, working days, and hours to be worked.

All employees assigned to a permanent eight (8) hour shift schedule shall be compensated at a rate of time and one half (1 ½) hours for each and every hour the employee shall have worked over eight (8) hours in any one

day and over forty (40) hours in any one week. Payment, if any, will be compensated on alternate pay days as earned. All employees assigned to a permanent twelve (12) hour shift schedule shall be compensated at a rate of time and one half (1 ½) for each and every hour worked over twelve (12) hours in any one day, or over eight (8) hours on a scheduled eight (8) hour day, in any one day and over eighty (80) hours in any two week pay period. Payment, if any, will be compensated on alternate pay days as earned.

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.

Dispatch schedule shall be twelve (12) hour shift and shall include 8am-8pm, 8pm-8am and 2pm-2am. 2pm shift shall continue to adjust their shift in the event of any off da for vacation, training. Etc.

Seven (7) or eleven (11) hours because of daylight savings time change will be paid for eight (8) or twelve (12) hours.

4. **Hospital & Surgical Insurance**

Modify: The Township shall provide two health insurance plans.

BCN HMO		BCBSM PPO
BCN \$500		Simply Blue 250/EHIM Wrap Plan
Deductible	\$500/\$1000	\$250/\$500
Co-Pay	\$20	\$20
Co-insurance	100%	80%
Drug Rx	\$10/\$30/\$60/\$80	\$10/\$40/\$80
Co-insurance max	\$0.00	\$1,500.00

Employee

Contributions: BCN HMO S: \$25 2-Person: \$37 Family: \$50

SB 250: S: \$50.00 2-Person \$75.00 Family: \$100

5. **Clothing Allowance:**

Patrol Officers: \$1,000

Dispatch/Records Clerk: \$500

6. **Sick Leave / Sell Back:**

Effective January 1, 2023, a member who has a minimum of 800 hours in their sick bank and who has not taken more than 24-hours of sick time in the preceding calendar year shall be eligible for the following: On January 1, the member may sell back the sick time remaining in excess of 800 hours at 50% of the maximum 96 hours which was accrued in that calendar year. Should a member have less than 800 hours as of January 1st of any calendar year, they will not be eligible for any payouts in that year.

7. **Long Term Disability:**

Non-duty sick leave. Employees whose sick leave extends beyond 30 days, shall receive a weekly payment in the amount of \$450.00, through a short-term disability benefit provided by the Township. Leaves extending beyond 6 months are eligible for long-term disability.

The employee must use any combination of sick, personal, vacation and comp time to cover the first 30 days of disability.

The township will provide a long-term disability policy for members who are on sick leave for 6 months, not to exceed 18 months. Employees shall not earn sick time and personal time for sick leaves greater than 30 days.

8. **Dues Deductions:**

Accept the Unions proposal

9. **Tier 2 Bargaining Unit Members:**

The Township shall agree contribute 2% of base wages into the employee's MERS or VOYA 457 (b) plan, organized under IRC 457 (b). This payment shall only apply to those employees hired after January 1, 2011 on the Tier 2 pension. The employee shall be required to contribute 2% into this account to participate in this program.

10. New Hires

The parties agree to maintain the current lateral pay program.

11. Act of God Closure/FTO:

Act of God/State of Emergency. If the Township shuts down for an hour, bargaining unit members who are working at the time of closure shall receive an hour of Comp time. If the Township shuts down for the day (8 hours), members shall receive the same amount of comp time.

2 hours of pay for a training day.

12. Shift Premium:

Shift premium for midnight (8p-8a) shall be 6%.

13. Member Pension Contribution:

Decrease member contribution to 5% the first pay period after ratification.

14. New Hire:

LOU see attached.

POAM

RAC Ronswicz 06-20-2022

By Date

Wade Swobell 6/20/22

By Date

[Signature] 6/20/22

By Date

White Lake Township

[Signature] 6-20-22

By Date

Catherine Quoder 6/20/22

By Date

Dan J. White 6-20-2022

By Date

AUTHORIZATION FOR DUES/FEES DEDUCTION

Section 1. A bargaining unit employee may sign an authorization for deduction of dues/fees for membership in the Union. The authorization for deduction of dues/fees may be revoked by the bargaining unit member upon written notice to the Employer, with copy to the Union.



Section 2. The amount of dues/fees shall be designated by written notice from the Union to the Employer. If there is a change in the amount of dues/fees, such change shall become effective the month following transmittal of the written notice to the Employer. The Employer shall deduct the dues/fees once each month from the pay of the employees that have authorized such deductions.

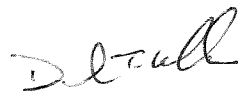

Section 3. Deduction of dues/fees shall be remitted to the Union at 27056 Joy Rd., Redford, MI., 48239-1949. In the event a refund is due an employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such employee to obtain the appropriate refund from the Union.

Section 4. If an authorized deduction for an employee is not made, the Employer shall make the deduction from the employee's next pay after the error has been called to the Employer's attention by the employee or Union.

Section 5. The Union will protect, save harmless and indemnify the Employer from any and all claims, demands, suits and other forms of liability by reason of action taken by the Employer for the purpose of complying with this article of the agreement.

Section 6. Unless otherwise provided in this article, all matters pertaining to a bargaining unit employee establishing or reestablishing membership in the Union, including requirements established by the Union for providing paid services to non-union bargaining unit employees, shall be governed by the internal conditions mandated by the Union pursuant to its authority under section 10 (2) of the Public Employment Relations Act.

POAM	<u>EWL</u>	6-2-22
WL		6/2/22
WL		6/2/22

 6-2-22
 6-2-22

**LETTER OF UNDERSTANDING
BETWEEN WHITE LAKE POAM AND WHITE LAKE TOWNSHIP POAM**

It is hereby agreed between White Lake Township ("The Township") and the White Lake Patrol Officers Association POAM ("The Union")

The Police Chief shall determine new hire pay eligibility for all applicants and current employees based on demonstrated experience as a sworn Police Officer.

Upon the occurrence of the vacancies in the rank of Patrolman contemplated under this agreement or any future vacancies in the Police Department the Parties have agreed that new employees shall not be hired subject to Civil Service Rules. Eligible applicants meeting the minimum requirements for the position of Patrolman shall, upon the submission of a completed application, participate in an oral interview with a member of the civil service board, Police Chief and an executive board member the Union or their qualified designee. The Township shall then have the right to hire an individual as determined without the invocation of the Police and Fire Civil Service System, Public Act 78.

Any offer made under this Agreement will be subject to all pre-employment requirements for all newly employed police officers including physical and psychological review, personnel file and background review, probation period and other measures required by the Department.

THE ASSOCIATION

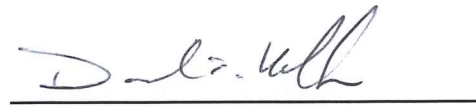


White Lake, POAM President



White Lake, POAM Vice President

THE TOWNSHIP



Police Chief



Human Resources Manager