

**WHITE LAKE TOWNSHIP**

**AND**

**POLICE OFFICERS LABOR COUNCIL**  
**(POLC)**

**COMMAND OFFICERS**

**Tentative Agreement**

**January 1, 2022 through December 31, 2025**

White Lake and White Lake COA  
Tentative Agreement  
May 17, 2022

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**1. Duration:**

4-year contract: January 1, 2022 – December 31, 2025. (Amend page 1 “Agreement” to correct effective date of January 1, 2022)

**2. Article 11 General Wage Provision:**

Amend article 11, section (1) to reflect the following effective dates and wage increases:

January 1, 2022	3%
January 1, 2023	2.5%
January 1, 2024	3%
January 1, 2025	2.5%

Wage increases retroactive to January 1, 2022.

Amend Rank differential to reflect Lieutenants 8% above top paid Sergeants over first two years, effective January 1, 2022 (1%) & January 1, 2023 (1%). Sergeants 15% above top paid patrol officer over first two years, effective January 1, 2022 (.5%), & January 1, 2023 (.5%). Add Dispatcher Coordinator language to reflect a rank differential to equal that of the Sergeants of 15% over the first two years, effective January 1, 2022 (.5%), and January 1, 2023 (.5%), based on top paid dispatcher wage effective January 1, 2022. Differential to be included in any retroactive pay effective January 1, 2022.

Members of the unit will receive a “one-time” \$750 dollar lump sum hazard pay.

**3. Article 13 Work Schedule:**

Amend article 13, section (1) language: 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.

Add section (2) language: Sergeants will bid for their permanent shift by seniority, every six (6) months corresponding to patrol shift bids. After a Sergeant bids a permanent shift, they will pick one day within the two-week pay period as an eight (8) hour workday, totaling eighty (80) hours. Shifts may be temporarily changed at the discretion

of the Chief of Police to accommodate for training of probationary Sergeants, or to address performance issues. Shift change notification is to remain forty-eight (48) hrs. prior to such change.

Add section (3) language: Patrol Sergeants 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 Sergeant assigned on each shift.

Add section (4) language: Dayshift Sergeants will be scheduled from 8am – 8pm and nightshift Sergeants will be scheduled from 8pm - 8am. A Sergeant's schedule may be moved 4 hours in either direction to assist in covering when the other Sergeant on the same platoon is not working the road, is on a leave day, or is in training.

Add section (5) language: Any employee that works between the hours of 8pm – 8am will be compensated with a 6% shift premium. Any employee who works between 8am – 8pm will not receive a shift premium.

All leave time shall be converted to hours.

#### **4. Article 14 Overtime:**

Amend article 14 section (1) language: 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.

Amend section 4 language: seven (7) or eleven (11) hours because of daylight savings time change will be paid for eight (8) or twelve (12) hours.

**5. Article 15 Holidays:**

Amend article 15, section (6) delete the "Administrative Sergeant" outright.

**6. Article 17 Insurance:**

Amend article 17, section (1) to reflect the BCN Classic HMO and Simply Blue PPO insurance plan effective date to be determined.

**Retiree Insurance:**

Amend section (1) to reflect retiree health care provided under the BCN Classic HMO and Simply Blue PPO plans offered to active members.

**7. Article 19 Vacation:**

Amend article 19, section (2, sub. section 5) to allow for the carry over of one (1) week, forty (40) hours of unused vacation time from year to year, subject to approval by the Chief of Police.

**8. Article 21 Sick Leave:**

Amend article 21, section (1) from (1) sick day per month to (8) hours per month.  
Amend section (5) non-duty sick leave after 1 year. 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 and vacation 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.

**9. Article 24 Court Appearance:**

Amend article 24, section (3) from twenty-six cents (\$.26) per mile, to the current IRS standard mileage reimbursement, at time of reimbursement, for use of a personal vehicle for court related matters. (2022 current rate, \$.58.5)

**10. Article 25 Clothing Allowance:**

Amend article 25, section (1) from (\$700) to (\$1000), from (\$800) to (\$1,000) for plain clothes detectives. Further, eliminate the language "claims against this allowance shall be submitted to the Employer on vouchers accompanied by purchase invoice or cleaning bill.

**11. Article 30 Ratification:**

Amend article 30, section (A) to reflect the new ratification date of this agreement.

**12. Article 31 Duration:**

Amend article 31, section (1) to reflect new effective dates of January 1, 2022, to midnight, December 31, 2025.

**13. Member Pension Contribution:**

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

**14. Wage Schedule:**

Amend page 32-33 to reflect the new wage scale and differentials from January 1, 2022, through December 31, 2025. Eliminate the last paragraph on page 33. (me-too clause)

**15. FTO/CTO:**


Act of God/State of Emergency. If the Township shuts down for an hour, bargaining unit members 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.


**16. Bargaining Unit Member Pension**

For members hired after January 1, 2011 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.

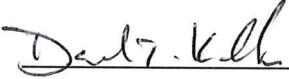
POLC Command Officers


By  5/17/22  
Date


By  5/17/22  
Date

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Date

White Lake Township

By  5-17-22  
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