



# POLICE OFFICERS LABOR COUNCIL

## Letter Of Agreement

This Letter of Agreement ("Agreement") is entered into by and among the White Lake Command Officers Association, the Police Officers Labor Council (the Union) and the Township of White Lake (the Employer).

Whereas, the EMPLOYER and the UNION are parties to a Collective Bargaining Agreement (CBA) dated January 1, 2022 through December 31, 2026, White Lake Twp. Command Officers Association;

Whereas, the parties wish to enter into an agreement regarding Article 13 - Work Schedule, sections 4 and 5 as set forth in this Agreement;

Now, Therefore, the EMPLOYER and the UNION agree to the following:

1. The Employer and Union agree to the following modifications:

Section 4. Dayshift Sergeants will be scheduled from ~~8am - 8pm~~ **7am - 7pm** and nightshift Sergeants will be scheduled from ~~8pm - 8am~~ **7pm - 7am**. 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. **Lieutenant's shall work an 8-hour dayshift schedule from 7am - 3pm.**

Section 5. Any employee that works between the hours of ~~8pm - 8am~~ **7pm - 7am** will be compensated with a 6% shift premium. Any employee who works between ~~8am - 8pm~~ **7am - 7pm** will not receive a shift premium.

2. The aforementioned modifications shall be implemented in January of 2026. Any transitions in scheduling that results in an 11 hour pay day shall be paid out as a 12 hour shift. The Employer and Union shall have the option to opt-out of this agreement and return to scheduling outlined in the current collective bargaining agreement with a 30-day notification.

This Agreement contains the entire Agreement and understanding between the EMPLOYER and the UNION, and there are no oral or written promises or representations other than those contained within this Agreement.

THE UNDERSIGNED REPRESENT THAT THEY HAVE READ AND UNDERSTAND THE TERMS OF THIS LETTER OF AGREEMENT AND IT IS VOLUNTARILY EXECUTED.

Township Of White Lake

By: [Signature]  
Dan Keller  
Chief of Police, White Lake Township

By: [Signature]  
Rik Kowall  
Supervisor, White Lake Township

Date: 1-9-2025

Date: 1-7-26

For The Union

By: [Signature] <sup>322</sup>  
Sgt. Brad Connell  
Chief Union Steward, White Lake Command

By: [Signature]  
Christopher J. Hild  
Labor Representative, Police Officers Labor Council

Date: 12/30/2025

Date: 12/22/25