

WHITE LAKE TOWNSHIP

AND

**MICHIGAN ASSOCIATION
OF
PUBLIC EMPLOYEES**

October 27, 2023

Tentative Agreement Contract Extension

**WHITE LAKE TOWNSHIP
AND
MICHIGAN ASSOCIATION OF
PUBLIC EMPLOYEES**

1. **Duration**

One (1) year contract extension: January 1, 2026-December 31, 2026

2. **Wages**

Effective the first full pay period after ratification by both the Township and the Union the attached wage scale shall become effective. All bargaining unit members shall receive a 3% wage increase.

Effective January 1, 2026 3.0% increase

3. **Vacation Leave**

Members may carry over two (2) vacation days (15 hours) to be used by March 31st of the following year.

4. **Wage Classifications**

- The Township reserves the right to hire a new employee at a wage commensurate with experience within the posted classification.
- From the effective date of this agreement the parties agree that wage reclassification requests shall be handled as follows:

In the event a Department Supervisor believes that a bargaining unit position should be considered for a wage reclassification the following procedure shall be utilized.

The department supervisor shall prepare a written memorandum of requests to be submitted to the Human Resources manager which shall include the current wage of the employee and the proposed placement of reclassification. In addition to the recommendation for the adjustment in salary, the department head will be required to submit, with the request to

the Human Resources manager, a detailed report of the changes and justifications for the wage reclassification request.

Upon receipt of the request, the Human Resources Manager shall convene a meeting of the Township Supervisor, Clerk and Treasurer to serve as a panel to assess the merits of the reclassification request. In order to consider the request, it shall be the obligation of the department manager seeking the adjustment to provide both internal and external wage comparable data in support of the position as well as a detailed explanation of the job requirements which justify the change in wage classification.

In the event a majority of the committee members vote in favor of the reclassification, the request and all associated materials will be submitted to the Board of Trustees. In the event the reclassification request is denied at either the committee level or the Board of Trustees level, the matter shall not be subject to grievance arbitration and shall not be appealable to any step.

5. **Article VII Recognition Clause**


Add Supervisor's Office to the Departments.

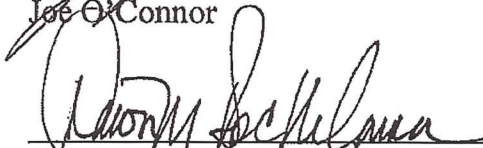
6. **Article XXII Insurance**


Opt-out: If a member's spouse or parent is also an employee or retiree of the Township and is receiving any form of health care from White Lake, they shall not be entitled to opt-out payment.

7. All other provisions remain the same.

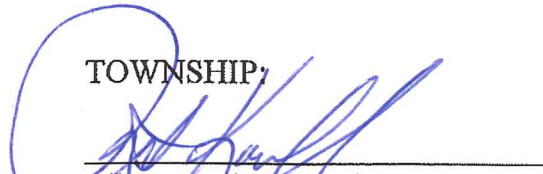
MAPE:


Joe O'Connor


Dawn Bockelman


Reva Limban

TOWNSHIP:


Rik Kowall; Supervisor


Cathy Derocher; HR Manager

**PROPOSED WAGE SCALE
MAPE**

Position	JAN 2023 - 2.5%	NOV 2023- wage adj.	NOV 2023- 3%	JAN 2024 - 3%	JAN 2025 - 2.5%	JAN 2026 - 3%
Appraiser II						
Start	58,974		60,743	62,566	64,130	66,054
6 Mo	60,815		62,639	64,518	66,131	68,115
1 Yr	62,834		64,719	66,660	68,327	70,377
2 Yr	64,772		66,715	68,717	70,435	72,548
3 Yr	66,875		68,881	70,948	72,721	74,903
Accounting Clerk						
Start	63,766		65,679	67,649	69,341	71,421
6 Mo	65,578		67,545	69,572	71,311	73,450
1 Yr	67,395		69,417	71,499	73,287	75,485
2 Yr	68,799		70,863	72,989	74,814	77,058
3 Yr	71,017		73,148	75,342	77,225	79,542
Acct Clerk Asst. Finance Dir.						
Start	63,766					
6 Mo	65,578					
1 Yr Start	67,395	67,395	69,417	71,499	73,287	75,485
2 Yr 1 Yr	68,799	68,799	70,863	72,989	74,814	77,058
3 Yr 2 Yr	71,017	75,000	77,250	79,568	81,557	84,003
3 Yr		80,000	82,400	84,872	86,994	89,604
Executive Secretary						
Start	52,960					
6 Mo Start	53,775	57,002	58,712	60,473	61,985	63,845
1 Yr 6 Mo	54,590	57,865	59,601	61,389	62,924	64,811
2 Yr 1 Yr	55,405	58,729	60,491	62,306	63,863	65,779
3 Yr 2 Yr	56,219	59,593	61,381	63,222	64,803	66,747
3 Yr		61,381	63,222	65,119	66,747	68,749
Election Specialist						
Start	52,960					
6 Mo Start	53,775	57,002	58,712	60,473	61,985	63,845
1 Yr 6 Mo	54,590	57,865	59,601	61,389	62,924	64,811
2 Yr 1 Yr	55,405	58,729	60,491	62,306	63,863	65,779
3 Yr 2 Yr	56,219	59,593	61,381	63,222	64,803	66,747
3 Yr		61,381	63,222	65,119	66,747	68,749
Senior Election Specialist						
Start	58,973		60,743	62,565	64,129	66,053
1 yr	62,834		64,719	66,660	68,327	70,377
2 yr	64,773		66,716	68,717	70,435	72,548
3 yr	66,875	68,875	70,941	73,069	74,896	77,143

PROPOSED WAGE SCALE

MAPE

Bank Specialist

—Start	48,685			0	0	-
6 Mo Start	49,701	52,683	54,263	55,891	57,289	59,007
1 Yr 6 Mo	50,516	53,547	55,153	56,808	58,228	59,975
2 Yr 1 Yr	51,331	54,411	56,043	57,725	59,168	60,943
3 Yr 2 Yr	52,145	55,274	56,932	58,640	60,106	61,909
3 Yr		56,379	58,070	59,812	61,308	63,147

Senior Treasury Specialist

—Start	52,960					
6 Mo Start	53,775	57,002	58,712	60,473	61,985	63,845
1 Yr 6 Mo	54,590	57,865	59,601	61,389	62,924	64,811
2 Yr 1 Yr	55,405	58,729	60,491	62,306	63,863	65,779
3 Yr 2 Yr	56,219	59,593	61,381	63,222	64,803	66,747
3 Yr		61,381	63,222	65,119	66,747	68,749

Treasurer Accounting Clerk

Start	63,766		65,679	67,650	69,341	71,421
6 Mo	65,578		67,545	69,571	71,311	73,450
1 Yr	67,395		69,417	71,499	73,287	75,485
2 Yr	68,799		70,863	72,989	74,814	77,059
3 Yr	71,017		73,148	75,342	77,226	79,542

Secretary

—Start	48,685					
6 Mo Start	49,701	52,683	54,263	55,891	57,289	59,007
1 Yr 6 Mo	50,516	53,547	55,153	56,808	58,228	59,975
2 Yr 1 Yr	51,331	54,411	56,043	57,725	59,168	60,943
3 Yr 2 Yr	52,145	55,274	56,932	58,640	60,106	61,909
3 Yr		56,379	58,070	59,812	61,308	63,147

Program Developer-Sr Ctr

Start	48,685					
6-month Start	49,701	51,330	52,870	54,456	55,817	57,492
1-year 6 Mo	50,516	53,547	55,153	56,808	58,228	59,975
2-year 1 Yr	51,330	55,274	56,932	58,640	60,106	61,909
3-year 2 Yr	52,145	57,274	58,992	60,762	62,281	64,149
3 Yr		60,000	61,800	63,654	65,245	67,203

Clerk II

Start	42,121		43,385	44,687	45,804	47,178
6 Mo	43,248		44,546	45,882	47,029	48,440
1 Yr	44,584		45,922	47,300	48,482	49,937
2 Yr	46,659		48,059	49,501	50,738	52,261
3 Yr	47,901		49,338	50,818	52,089	53,651

Clerk-I

—Start	33,727			34,739	35,607	
6 Mo	34,750			35,792	36,687	
1 Yr	35,737			36,809	37,729	
2 Yr	37,939			39,077	40,054	
3 Yr	38,834			39,999	40,999	

Custodian

PROPOSED WAGE SCALE

MAPE

—Start	39,244		40,421	41,432	
—6 Mo	40,597		41,815	42,861	
—1 Yr	42,325		43,595	44,684	
—2 Yr	43,512		44,817	45,938	
—3 Yr	44,949		46,298	47,455	
Building Inspector					
Start	58,973	60,742	62,564	64,128	66,052
6 Mo	60,815	62,639	64,519	66,132	68,116
1 Yr	62,833	64,718	66,660	68,327	70,376
2 Yr	64,773	66,716	68,717	70,435	72,548
3 Yr	66,875	68,881	70,947	72,721	74,903
Building Department Specialist					
Start	58,973	60,743	62,565	64,129	66,053
1 yr	62,834	64,719	66,660	68,327	70,377
2 yr	64,773	66,716	68,717	70,435	72,548
3 yr	66,875	68,881	70,947	72,721	74,903
Ordinance Officer					
Start	55,583	57,251	58,968	60,442	62,256
6 Mo	57,425	59,148	60,922	62,445	64,319
1 Yr	59,444	61,228	63,064	64,641	66,580
2 Yr	61,383	63,224	65,121	66,749	68,751
3 Yr	63,486	65,390	67,352	69,036	71,107
Staff Planner					
Start	70,070	72,172	74,337	76,196	78,482
6 month	72,923	75,110	77,364	79,298	81,677
1 year	74,553	76,790	79,093	81,071	83,503
2 year	76,182	78,468	80,822	82,842	85,327
3 year	79,559	81,946	84,404	86,514	89,110
Senior Planner					
Start	72,924	75,111	77,365	79,299	81,678
6 month	74,552	76,789	79,093	81,070	83,502
1 year	76,182	78,468	80,822	82,842	85,328
2 year	79,559	81,945	84,404	86,514	89,109
3 year	81,945	84,403	86,935	89,108	91,782
Maintenance					
Start	47,102	48,515	49,970	51,219	52,756
1 yr	49,641	51,130	52,664	53,980	55,600
2 yr	52,184	53,750	55,362	56,746	58,449
3 yr	54,723	56,365	58,056	59,507	61,293
4 yr	57,256	58,974	60,743	62,262	64,129
Utility Maintenance Worker Grade 1					
—Start	51,982				
—1-yr- Start	55,029	56,680	58,381	59,840	61,635
—2-yr-1 yr	58,097	59,840	61,635	63,176	65,071
—3-yr 2 yr	61,144	62,978	64,867	66,489	68,484

PROPOSED WAGE SCALE

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Utility Maintenance Worker Grade 2

—Start	49,389				
—1-yr Start	52,291	53,860	55,476	56,863	58,569
—2-yr 1 yr	55,194	56,850	58,555	60,019	61,820
—3-yr 2 yr	58,097	59,840	61,635	63,176	65,071

Utility Maintenance Worker Grade 3

—Start	46,733				
—1-yr Start	49,677	51,167	52,702	54,020	55,640
—2-yr 1 yr	52,435	54,008	55,629	57,019	58,730
—3-yr 2 yr	55,194	56,850	58,555	60,019	61,820

Utility Maintenance Worker Grade 4

—Start	44,574				
—1-yr Start	47,186	48,601	50,059	51,311	52,850
—2-yr 1 yr.	49,821	51,315	52,855	54,176	55,802
—3-yr 2 yr.	52,435	54,008	55,629	57,019	58,730