

CHARTER TOWNSHIP OF WHITE LAKE

AND

**POLICE OFFICERS LABOR COUNCIL
WHITE LAKE PART TIME FIRE FIGHTERS**

June 9, 2022

Tentative Agreement

January 1, 2022 through December 31, 2025

**CHARTER TOWNSHIP OF WHITE LAKE
AND
POLICE OFFICERS LABOR COUNCIL
WHITE LAKE PART TIME FIRE FIGHTERS**

Term: January 1, 2022 through December 31, 2025

1. Duration:
4 years

2. Article 6 Seniority

Section 2: Amend to read: New employees shall be considered probationary employees for the first year (1) of their paid employment. During that one (1) year period, Firefighters shall obtain at minimum Firefighter I and II ratings and an MFR license (based on class availability). The probationary period can be extended until such certifications are obtained, however this period shall not exceed two (2) years.

Emergency Medical Training (EMT) may be approved at the discretion of the Fire Chief based on merit and need.

Section 4: Amend as follows: The employer will provide the union with a copy of an up-to-date seniority list upon request.

3. Article 7 Loss of Seniority

Section 7: Amend to read: The employee retirees.

4. Article 16 Wages

Section 3: Response Criteria

Amend first paragraph to read During time of an on-call or call back to assist the shift personnel in any capacity, the following response criteria shall apply:

Edit section c as follows: Only firefighters who have been previously authorized to respond in emergency mode (code c) in department apparatus will be allowed to do so. Emergency response (code 3) in privately owned vehicles (POV) shall not be permitted.

Section 5: Emergency Response Requirement

Edit as follows: Response: Firefighters will have the option to report for duty within a reasonable amount of time from emergency call out. A reasonable threshold will be based on incident location and traffic /environmental conditions.

Section 10 Hourly Pay Rate: Effective first date of contract - 2022.

A. Start (no training)	\$13.90
B. FF and MFR	\$16.48
C. FF and BEMT less than (1) year of department service	\$17.51
D. FF and BEMT with (1) year of department service (NP)	\$19.10
E. FEO and BEMT with (2) years of department service	\$23.87

A one-time payment of \$375 for members with one year of service.

Section 12: Station Officers Once vacant, this position will be eliminated from the part time ranks.

Delete the remainder of section 12 and sections 13, and 14.

Section 15: Replace entire Drill Night Requirements with Training

Add a. Firefighters are expected to train during the times of shift work under the supervision of the career staff. Firefighters will also have electronic access to certain types of training when available. The program supervisor or their designee shall monitor training progress.

5. Article 18 Uniforms

Section 1: Delete paragraph two and amend paragraph three to read: Each employee shall be required to wear issued uniforms pursuant to Department Uniform SOG. Said uniforms shall remain the property of the Township.

Section 1.2: Amend to read: After completing the required probationary period, each member shall be provided a high visibility fire fighter winter coat, one (1) Class B uniform, badge and name plate (as outlined in the uniform policy). The Township shall provide a \$100 uniform allowance each year for cleaning and clothing expenditures. All purchases shall be approved by the program supervisor or their designed to ensure uniform consistency.

6. Article 22 Residency

Delete section in its entirety.

7. Article 23 Grooming Policy

Grooming Standards – section 8. Amend body art. Add: Visible body art shall not be offensive or vulgar. Head, face or neck tattoos shall not be permitted.

8. Article 25 Miscellaneous

Section 7: Add language: Tests and examinations shall be administered in compliance with applicable state and federal regulation, as well NFPA (National Fire Protection Association) 1582 (Standard on Comprehensive Occupational Medical Program for the Fire Departments). Township doctors may require more tests and examinations. Medical examinations shall apply to:

- Pre-employment physicals

- Fit for duty – post injury / illness evaluation

Section 11: Delete paragraph one.

Section 13: Add Failure to Meet Probationary Requirements

The Township reserves the right to separate employment from part-time staff members in the event the probationary requirements are not met. This would include but is not limited to;

- Failure to obtain required certifications / licensure.
- Failure to comply with shift work expectations.
- Negative evaluation from the program supervisor or their designed.
- Any other violation of Township, and/or Fire Department rules and regulations.

White Lake Township:

Kel Kozell 6-13-22

By: _____ Date: _____

[Signature] 06/14/22

By: _____ Date: _____

Catherine Deochea 6/13/22

By: _____ Date: _____

POLC:

By: _____ Date: _____

[Signature] 6/13/22

By: _____ Date: _____

[Signature] 6/13/22

By: _____ Date: _____