

TENTATIVE AGREEMENT
between
THE CITY OF GROSSE POINTE WOODS
and
THE FRATERNAL ORDER OF POLICE LABOR COUNCIL
representing
THE POLICE OFFICERS LABOR COUNCIL

The City of Grosse Pointe Woods (“City”) and the Fraternal Order of Police Labor Council representing the Police Officers Labor Counsel (“Union”) tentatively agree, subject to ratification by both parties, to a new contract for the term July 1, 2026, through June 30, 2030, consisting of all terms and provisions in the prior labor agreement, except for the modifications set forth below:

1. Appendix A (Wages):

July 1, 2026: 5.0%

July 1, 2027: 5.0%

July 1, 2028: 5.0%

July 1, 2029: 4.5%

Lateral Transfer Pay Scale for Employees Hired After January 1, 2012: Effective upon contract implementation.

- (a). Greater than 1 year of experience will start at Step 2.
- (b). Greater than 2 years of experience will start at Step 3.
- (c). Greater than 3 years of experience will start at Step 4.
- (d). Greater than 4 years of experience will start at Step 5.
- (e). Greater than 5 years of experience will start at Step 6.

2. Section 28.0 (Special Assignments): Effective July 1, 2026:

28.3 Employees assigned to work as a PSO/Detective/SRO (School Resource Officer) shall receive a lump sum payment of \$1,000.00 annually. This payment shall be made in two payments of \$500.00 and shall be pro-rated if a PSO/Detective/SRO is not in that assignment for the full six-month period preceding that payment.

MDART Position: This position shall be voluntarily recognized in the bargaining unit, and the officer shall be assigned to the unit, subject to available grant funding and at the sole discretion of the Director of Public Safety.

3. Section 31.0 (Hours of Work and Scheduling):

31.10 Effective July 1, 2026, the work shift and schedule for the K-9 Handler shall be at the sole discretion of the Director of Public Safety.

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4. Section 36.0 (Training Time): Effective July 1, 2026

36.1 The City may schedule an officer for training either during a scheduled day of work or during a regular day off. For the purpose of training, the schedule may be changed a minimum of 21 calendar days in advance or within 21 days by agreement with the officer. If the training orders are not issued 21 days in advance of the date the training will take place, the officer will have the right to refuse the schedule change. ~~When the City changes an employee's schedule for training purposes, the employee will have the choice of selecting the rescheduled leave day during the current schedule cycle. The rescheduled leave day shall not cause overtime unless approved by the Director of Public Safety.~~ When the City changes an employee's schedule for training purposes, the employee will have their hours worked for that day placed into the employee's compensatory time bank. The only exception will be for employees working the 7:00 p.m. to 7:00 a.m. schedule; the leave day will be rescheduled, if necessary, prior to the training day.

5. 39.0 (Holiday Leave):

39.1 Effective ~~October 6, 2015~~ July 1, 2026, there shall be ~~ten (10)~~ eleven (11) paid holidays observed by all full-time employees within this bargaining unit. All members of the bargaining unit will receive pay for ~~eighty (80)~~ eighty-eight (88) hours at straight time per year at the employee's base rate of pay. These holidays shall be:

New Year's Day (January 1)	1
Martin Luther King Jr., Day	1
Easter Sunday	1
Memorial Day	1
Independence Day (July 4)	1
Labor Day	1
Veterans' Day	1
Thanksgiving Day	1
Christmas Eve	1
Christmas Day	1
New Year's Eve	<u>1</u>
Total:	11

6. Section 40.0 (Vacation Leave): Effective July 1, 2026:

40.1

(6) Vacations shall be awarded in two (2) vacation periods as follows:

(a) Summer vacations shall be picked by rank and seniority within the Uniform

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Patrol Division and awarded in the months of June through October. Not more than one (1) PSO per platoon will be on vacation at the same time.

- (b) Winter vacations shall consist of (7) consecutive vacation days owed each employee, if no summer vacation was selected, picked by rank and seniority within the Uniform Patrol Division, and awarded in the months of November through May. Not more than one (1) PSO per Platoon will be on vacation at the same time.
- ~~(c) Each employee must use at least seven (7) consecutive vacation days in the one (1) year period following the date on which his or her vacation is awarded.~~
- (d) After using (7) consecutive vacation days, during either the winter or summer vacation pick, an employee of this bargaining unit may use the rest of their remaining vacation balance as floating vacation days, (taken in full day or half day blocks) at his/her discretion outside of and not in conjunction with the designated vacation slot at any time during the year (hereinafter referred to as “floating vacation day”) provided that all other language in this contract remain the same.

7. Section 47.0 (Hospitalization):

47.1 All regular full-time employees of the bargaining unit shall be provided with group life, health and accident and hospitalization and surgical insurance and the dependents of such employees shall be covered by hospital and surgical benefits; all of the above shall be defined to include only the employee’s spouse and all children, as required by law. The employer shall maintain the following health care coverage for each member of this bargaining unit; namely:

- a. BCBSM SB 2000 H.S.A. with \$2000 individual/\$4000 two-person and family deductibles and \$1,000 individual/\$2,000 two-person and family annual prescription coinsurance maximums. Prescription co-pay shall be \$10/\$40/\$80 (after deductible). The City shall annually contribute \$1,700 to the H.S.A. account of each employee who has elected a single plan, and \$2,000 to the H.S.A. account of each employee who has elected a two-person or family plan **for each year of this contract only**. The contribution shall be based on the employee’s enrollment on the first day of the plan year. The City’s contribution shall be pro-rated for each employee who is hired, or otherwise joins the plan, during the plan year. An employee who has received the HSA contribution, but then opts out of the City health care during the same plan year, shall not be eligible for the health insurance allowance under Section 47.5 until the next plan year.

Alternative Plan Option: The City proposes continuing an alternate plan design that does not require employee contributions but may have reduced or no H.S.A. contribution from the City.

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8. Section 54.0 (Clothing Allowance): Effective July 1, 2026:

54.1 Each employee will receive, during the first two weeks of December, a cash allotment of ~~\$900~~ \$1,000, less applicable payroll tax deductions, to be used for the purchase and/or replacement of necessary on-duty public safety clothing and equipment.

9. Section 76.0 (Retirement System): Effective July 1, 2026:

76.7 The Final Average Compensation (FAC) for Public Safety Officers shall be the highest three (3) years of compensation out of the last eight (8) years of service. The term “years” in this section is intended and understood to be fiscal years.

10. Appendix G (K-9 Handler Compensation):

1. Police Officers recognized as Departmental K-9 Handlers shall receive seven (7) hours pay, computed at one and one-half (1.5) times their regular hourly rate, for each pay period, which consists of fourteen (14) days (0.5 hours of overtime per day), that the Officer is assigned the K-9 Handler position. This compensation is afforded to the K-9 Handler for the proper care and maintenance of the Departmental canine during off duty hours. It is mutually agreed that prior to any changes to the terms of this provision that both parties will meet and discuss the proposed changes before making any changes. On holidays, the K-9 Handlers’ overtime of .5 will be paid at double time, and the K-9 Handler will receive .5 hours compensatory time.
2. The Department K-9 Handler position is a special assignment and requires the K-9 Handler to be on call 24 hours per day. As a result, the K-9 Handler shall receive a lump sum payment of \$1,000 annually. The payment shall be made in two installments of \$500 paid in the first payroll in January and the first payroll in June of each year. Payments shall be pro-rated if the K-9 Handler is not in that position for the full six-month period preceding that payment.

11. Section 82.0 (Compensatory Time):

82.1 The granting of Compensatory time shall not put the shift below minimum at the time of request.

~~The 104 hours referenced in Article 31.1 shall be treated as follows: Twenty four (24) hours to be used as time off between July 1st—June 30th under the provisions of Article 31, Section 31.1, or if unused, will be paid the last day of June to be implemented June 2020; eighty (80) hours to be used as time off between July 1st—June 30th under the provisions of Article 31, Section 31.1.~~

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Effective upon contract implementation, compensatory time shall not exceed a maximum of Two Hundred and Eight (208) hours.

Compensatory time ~~shall~~ may be taken in minimum of fifteen (15) minutes provided the member has sufficient accrued time in their compensatory bank at the time the requested is submitted ~~one (1) or more hour blocks~~. Compensation time will not be granted for the beginning of a shift unless one (1) or more hours are taken.

The request for compensatory time shall not be submitted more than 21 days or less than one hour in advance of the requested time.

Compensatory time, when granted, shall be on a first come basis. Compensation time will be allowed on an in-service department training day so long as the minimum shift requirements are met. This will normally require the employee to get final approval for the compensation time on the actual day it is needed. All of the training scheduled for that day must be completed before compensation time may be utilized. No compensation time will be allowed at the beginning of a shift on an in-service Department training day.

12. Housekeeping Items:

1. The City agrees to extend through the duration of this agreement the PSO/Dispatch Overtime LOU.
2. **Effective July 1, 2026, PSOs will be required to only maintain CPR certification.**
3. The City agrees in good faith to review the contract with the union to remove obsolete provisions that are no longer applicable. However, the City proposes that if the parties disagree on whether the proposed change is “cleanup,” then the provisions remain status quo, unless the parties agree to the change.