

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

The City of Grosse Pointe Woods (“City”) and the Fraternal Order of Police Labor Council representing the Grosse Pointe Woods Dispatchers (“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. Exhibit A-Salary Rates:**

- July 1, 2026: 5.0%
- July 1, 2027: 4.5%
- July 1, 2028: 4.0%
- July 1, 2029: 3.5%

**Lateral Transfer Program: Effective July 1, 2026:**

A Communications Dispatcher with comparable municipal dispatch experience (full-time or part-time) at the time of hire may receive an adjusted starting hourly rate according to the below at the sole discretion of the Chief:

- a) Greater than 3 years of experience may start at Step 3.
- b) Greater than 4 years of experience may start at Step 4.
- c) Greater than 5 years of experience may start at Step 5.
- d) Greater than 6 years of experience may start at Step 6.

**2. Section 21.0 Work Schedule:**

21.1.1 **Effective July 1, 2026**, employees who work the night shift will be eligible for a night shift premium of ~~\$200~~, ~~\$400~~ with a maximum stipend per year of ~~\$400~~ ~~\$800~~ (~~\$200~~ ~~\$400~~ for each six-month rotation on night shift, to be paid at the end of each rotation, May and November). This night shift premium stipend shall not count towards the employee’s final average compensation. **The Swing Shift Dispatcher Position shall be eligible for half of the night shift premium to be paid in the same manner as the above.**

The City agrees with incorporating the 5<sup>th</sup> Dispatcher LOU into the labor agreement as proposed below:

**21.3 5<sup>th</sup> Full Time (Swing Shift) Dispatcher Position**

21.3.1 **The (Swing Shift) Dispatcher shall be a Full-Time Position and shall be offered initially to current full-time Union Members by seniority.**

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21.3.2 The (Swing Shift) Dispatcher position shall be picked by seniority two (2) times each calendar year as all other Full-time Dispatcher positions in accordance with Article 21.0 **Work Schedule.**

21.3.3 The (Swing Shift) Dispatcher shall work 12-hour days from 1:00p.m. – 1:00a.m. The normal workdays for this position shall be Monday through Thursday one week and Wednesday through Friday the following week.

	Sat	Sun	Mon	Tues	Wed	Thu	Fri	Sat	Sun	Mon	Tues	Wed	Thu	Fri
Swing Shift			X	X	X	X						X	X	X

21.3.4 The Dispatcher assigned to the Swing Shift will alter their hours to cover scheduled vacations chosen in accordance with Article 27.7 **Vacation Leave** of the Collective Bargaining Agreement. The Swing Shift Dispatcher will follow the schedule of the Dispatcher that is on their scheduled vacation during the vacation vacancy. (i.e., Platoon 4 Dispatcher takes vacation, the Swing Shift Dispatcher will work the night shift from 1900 hours -0700 hours until the Platoon 4 Dispatcher returns to work).

21.3.5 When another Dispatcher takes time off, the Swing Shift Dispatcher will be offered to adjust their schedule to work on those available days. If the Swing Shift Dispatcher takes the available shift, it will be given to them with the understanding that he/she will be allowed to choose which day of their normal schedule that will be swapped. The change of days by the Swing Shift Dispatcher cannot create a staffing shortage or a scheduling conflict.

21.3.6 The (Swing Shift) Dispatcher shall cover the absence of any other Full-Time Dispatcher which shall include but is not limited to: FMLA, Training, or Injury which lasts longer than Seven (7) working days.

21.3.7 Comp Days or any other PTO less than a full week that the Swing Shift Dispatcher does not voluntarily take shall be covered by the overtime process which is currently implemented in the Collective Bargaining Agreement.

**3. Section 22.3 Working on Holidays:** The City agrees with the Union’s proposal to add the language below to the above-mentioned section effective July 1, 2026.

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22.3.2: Employees who are scheduled off and who work any of the above designated holidays will be paid at their regular prevailing straight time rate for all hours worked plus an additional twelve (12) hours pay or pro rata thereof plus twelve (12) hours compensation time or pro rata thereof placed into their compensation time bank.

**4. Section 27.5 Group Medical, Surgical and Hospital Plan:**

27.5.1 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 annual HSA contribution, but then opts out of the City health care during the same plan year, shall not be eligible for more than \$1,000.00 of the health insurance allowance under Section 46.5 for that 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 HSA contribution from the city.

**5. Section 27.6 Holiday Leave: Effective July 1, 2026:**

27.6.1: Holiday Leave. There shall be ~~twelve (12)~~ **thirteen (13)** paid holidays observed by all full-time Employees within the bargaining unit, namely:

New Year's Eve	1
New Year's Day	1
<b>Martin Luther King Jr., Day</b>	<b>1</b>
Presidents' Day	1
Good Friday	1
Memorial Day	1

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Independence Day	1
Labor Day	1
Veterans' Day	1
Thanksgiving Day	1
Day after Thanksgiving	1
Christmas Eve	1
Christmas Day	1
<b>TOTAL:</b>	<b>1213</b>

**6. Section 27.7 Vacation Leave: Effective July 1, 2026:**

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

~~(a) — Summer vacations shall be picked by rank and seniority and awarded in the months of June through October. Not more than one Dispatcher can be on a scheduled vacation at the same time.~~

~~Winter vacations shall consist of (7) consecutive vacation days owed each employee, if no summer vacation was selected, picked by rank and seniority, and awarded in the months of November through May. Not more than one Dispatcher can be on a scheduled 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.~~

~~Part time employees shall fill in for all full time employees Summer and Winter vacation pick periods yearly.~~

(6) Each employee shall use a minimum of eighty-four (84) consecutive hours of accrued vacation leave during each fiscal year. Eighty-four (84) consecutive hours shall be defined as seven (7) consecutive working days, equivalent to two (2) work weeks based on the standard twelve (12) hour shift schedule within the same pay period. Employees shall select vacation periods during either the First Shift or Second Shift Pick based on seniority. Vacation selection picks will continue to coincide with shift selection picks.

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To maintain minimum staffing levels, no more than one (1) employee may be scheduled for vacation leave at any given time, unless otherwise approved by the Chief. Any remaining accrued vacation leave after the employee satisfies their eighty-four (84) consecutive hour requirement shall be placed into a "Floating Vacation" time bank. Floating Vacation time may be used at the employee's discretion, subject to approval by the Chief.

**7. Section 27.10 Funeral Leave: Effective July 1, 2026:**

~~27.10.1 In the event of the death of one of the following listed relatives of an Employee, the Employee shall be entitled to leave without loss of pay for a period not to exceed three (3) working days:~~

~~Husband ————— Step Child  
Wife ————— Mother  
Children ————— Father~~

~~27.10.2 In the event of the death of one of the following listed relatives of an Employee, the Employee shall be granted, upon the order of the Employer, an excused absence with regular straight time compensation for the purpose of attending the funeral of such relative and any such excused absence shall not exceed one (1) to three (3) working days depending upon the Employee's relationship and responsibility for funeral arrangements:~~

~~Step Mother ————— Mother in Law  
Step Father ————— Father in Law  
Sister ————— Sister in Law  
Brother ————— Brother in Law  
Grandparents of husband or wife  
Grandchildren~~

~~27.10.3 Provided, further, that upon proper verification by the Employee to the Employer that the funeral services for any such relative, as included in subsection 28.10.2 hereinabove, are to be held at a place located more than 300 miles from the City of Grosse Pointe Woods and the Employee plans to attend such services, an additional two (2) working days shall be allowed without loss of pay.~~

~~27.10.4 If additional funeral leave days are required by the Employee in excess of those provided herein, the Employee may request the Employer to grant an emergency vacation leave and/or an emergency leave of absence without pay.~~

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Paid bereavement leave of up to five working days is provided to regular full-time Employees in the event of the death of one of the following listed relatives:

Husband	Step-Children
Wife	Mother
Children	Father

Paid bereavement leave of up to three working days is provided to regular full-time Employees in the event of the death of one of the following listed relatives:

Step-Mother	Sister	Grandchildren
Mother-in-Law	Sister-in-Law	Grandparents of husband or wife
Step-Father	Brother	
Father-in-Law	Brother-in-Law	

Up to an additional two working days may be provided if funeral services are to be held at a place located more than 300 miles from the City of Grosse Pointe Woods and the Employee plans to attend such services.

If an Employee wishes to take additional funeral leave days beyond those provided herein, the Employee may request emergency personal or vacation leave and/or an emergency leave of absence without pay.

**8. Housekeeping Items:**

- The city agrees to extend through the duration of this agreement the PSO/Dispatch Overtime LOU.
- The city agrees in good faith to review the contract with the union to remove obsolete provisions that are no longer applicable as proposed by the Union (**Exhibit A**) upon ratification of a tentative agreement, but prior to execution of a new successor labor agreement. 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.

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**FOR THE UNION**

**FOR THE CITY**

\_\_\_\_\_  
Scott Harding, Business Agent FOP  
Date:

\_\_\_\_\_  
Susan Como, City Manager  
Date: