

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

THE TECHNICAL, PROFESSIONAL, AND OFFICE WORKERS ASSOCIATION OF MICHIGAN

The City of Grosse Pointe Woods (“City”) and the Fraternal Order of Police Labor Council representing the Technical, Professional, and Office Workers Association (“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. Hourly Wage Rate Schedule for Full & Part-Time Employees:

July 1, 2026: 3.0%

July 1, 2027: 2.5%

July 1, 2028: 2.5%

July 1, 2029: 2.0%

2. Section 23.14 Part-Time Employees:

Employees of this bargaining unit who are classified as Part-time Employees and who are required to work in excess of **their regularly scheduled** eight (8) hours in a day or forty (40) hours in the week shall be paid per hour for such overtime at the rate of one and one-half (1- 1/2) times their current basic hourly wage. If a part-time employee has not worked forty (40) hours, then Saturday overtime shall be eliminated.

~~Employees of this bargaining unit who are classified as Part-time Employees and who are required to work in excess of their regularly scheduled seven and a half (7.5) hours in a day or thirty-seven and a half (37.5) hours in the week shall be paid per hour for such overtime at the rate of one and one-half (1- 1/2) times their current basic hourly wage. If a part-time employee has not worked thirty-seven and a half (37.5) hours, then Saturday overtime shall be eliminated.~~

3. Section 28.2 Uniform Allowance (LOU): Effective July 1, 2026, the City agrees to increase the uniform allowance for all full-time public service employees, excluding mechanics, from \$500 to \$600.

4. Section 28.4 Boot Allowance (Public Works Field Personnel): Effective July 1, 2026:

~~Effective March 11, 2015, Public Works field personnel are eligible for a \$300 per year, per employee, boot allowance.~~ Effective July 1, 2026, Public Works field personnel are eligible for a \$400 per year, per employee, boot allowance. Boots must be worn at work and be in proper condition. The City will reimburse an eligible employee up to ~~\$300~~ \$400 only for work boots or shoes which are steel-toed OASHA/ANSI approved. Reimbursement will be made upon presentation of store receipt and proof of payment. Office and janitorial personnel are not eligible for reimbursement. Any Employee permanently assigned the duties of a mechanic's helper shall be furnished with five (5) changes to rental/laundry coveralls

TENTATIVE AGREEMENT
between
THE CITY OF GROSSE POINTE WOODS
and
FRATERNAL ORDER OF POLICE LABOR COUNCIL
representing
THE TECHNICAL, PROFESSIONAL, AND OFFICE WORKERS ASSOCIATION OF MICHIGAN

weekly.

5. Section 28.6 Boot Allowance (Code Enforcement Officers): Effective July 1, 2026:

Code Enforcement Officers are eligible for a ~~\$300.00~~ \$400 boot and/or shoe allowance as needed, per employee.

6. Section 28.13 Phone Allowance: Effective July 1, 2026:

28.13: In addition to the \$250.00 referenced above, the Employer will also provide to Department of Public Works Employees (~~except Crew Leaders~~) an amount of ~~\$75.00~~ \$100.00 per calendar quarter for cell phone expenses. ~~The allowance for Crew Leaders shall be \$125.00 per calendar quarter for cell phone expenses.~~

7. Section 28.28 Group Medical, Surgical and Hospital Plan:

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 up to and including twenty-six (26) years of age or, for hospitalization and surgical insurance, to the age required by applicable law, provided, however, the City shall pay hospitalization premium for qualified dependents. The employer shall maintain the following health care coverage for each member of this bargaining unit; namely:

- a. BCBSM SB 2000 H.S.A., prescription drug card of \$10/\$40/\$80 (after deductible). The City shall annually contribute, ~~for each year of this contract only~~, the following amounts to the H.S.A. account of each employee based on the type of coverage elected by the employee:

Single ~~\$1,700~~ \$2,000
Two person/Family ~~\$2,000~~ \$4,000

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

Employees shall be able to change the amount of the employee contribution into the HAS account in January and July of each calendar year.

TENTATIVE AGREEMENT
between
THE CITY OF GROSSE POINTE WOODS
and
FRATERNAL ORDER OF POLICE LABOR COUNCIL
representing
THE TECHNICAL, PROFESSIONAL, AND OFFICE WORKERS ASSOCIATION OF MICHIGAN

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. **Exhibit B.**

8. Section 28.34 Holiday Leave: Effective July 1, 2026:

28.34: 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
Martin Luther King Jr., Day	1
President's Day	1
Good Friday	1
Memorial Day	1
Independence Day	1
Labor Day	1
Veterans Day	1
Thanksgiving Day	1
Day after Thanksgiving	1
Christmas Eve	1
Christmas Day	1
TOTAL:	1213

9. Section 28.53 Sick Leave (Part-Time Employees):

~~Effective July 1, 1996, a part-time employee shall receive one (1) day of sick leave with pay for continuous service during the prior twelve (12) months.~~

Effective July 1, 2026, all part-time employees shall be provided with paid sick leave consistent with Public Act 338 of 2018 pursuant to the attached policy marked as **Exhibit A.**

10. Section 28.70 Funeral Leave: Effective July 1, 2026:

~~28.70 Funeral Leave. 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 five (5) working days:~~

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

TENTATIVE AGREEMENT
between
THE CITY OF GROSSE POINTE WOODS
and
FRATERNAL ORDER OF POLICE LABOR COUNCIL
representing
THE TECHNICAL, PROFESSIONAL, AND OFFICE WORKERS ASSOCIATION OF MICHIGAN

~~28.71 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~~

~~28.72 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.~~

~~28.73 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.~~

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 Grandparents of husband or wife
Mother-in-Law	Sister-in-Law	
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 attends such services.

TENTATIVE AGREEMENT
between
THE CITY OF GROSSE POINTE WOODS
and
FRATERNAL ORDER OF POLICE LABOR COUNCIL
representing
THE TECHNICAL, PROFESSIONAL, AND OFFICE WORKERS ASSOCIATION OF MICHIGAN

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.

11. Section 32 Miscellaneous: The City agrees with the Union's proposal to restore paid furlough days effective July 1, 2026.

~~32.13: **Unpaid Furlough Days.** There shall be five (5) unpaid furlough days in each year of the contract (July 1, 2022 – June 30, 2026). Employees called in on furlough days shall be paid at the rate of time and one half (1 ½). The unpaid furlough days are as follows:~~

~~**July 1, 2022 through June 30, 2023**~~

~~July 1, 2022 ————— Friday before 4th of
July~~

~~September 2, 2022 ————— Friday before Labor
Day~~

~~January 16, 2023 ————— Martin Luther King
Day~~

~~April 10, 2023 ————— Easter Monday~~

~~May 26, 2023 ————— Friday before Memorial Day~~

~~**July 1, 2023 through June 30, 2024**~~

~~July 3, 2023 ————— Monday before 4th of
July~~

~~September 1, 2023 ————— Friday before Labor
Day~~

~~January 15, 2024 ————— Martin Luther King
Day~~

~~April 1, 2024 ————— Easter Monday~~

~~May 24, 2024 ————— Friday before Memorial Day~~

~~**July 1, 2024 through June 30, 2025**~~

~~July 5, 2024 ————— Monday before 4th of
July~~

~~August 30, 2024 ————— Friday before Labor
Day~~

TENTATIVE AGREEMENT
between
THE CITY OF GROSSE POINTE WOODS
and
FRATERNAL ORDER OF POLICE LABOR COUNCIL
representing
THE TECHNICAL, PROFESSIONAL, AND OFFICE WORKERS ASSOCIATION OF MICHIGAN

~~January 20, 2025 ————— Martin Luther King
Day~~

~~April 21, 2025 ————— Easter Monday~~

~~May 23, 2025 ————— Friday before Memorial Day~~

~~**July 1, 2025 through June 30, 2025**~~

~~July 7, 2025 ————— Monday before 4th of
July~~

~~August 29, 2025 ————— Friday before Labor
Day~~

~~January 19, 2026 ————— Martin Luther King
Day~~

~~April 6, 2026 ————— Easter Monday~~

~~May 22, 2026 ————— Friday before Memorial Day~~

~~32.14: Furlough payroll deductions shall commence on the payroll immediately following ratification for the fiscal year July 1, 2022, through June 30, 2023. Part time employees are exempt from furlough days.~~

~~32.15: Full time employees in the bargaining unit shall receive a Covid relief bonus of \$1,000; part time employees in the bargaining unit shall receive a Covid relief bonus of \$250. This Covid relief bonus shall be a one time, off schedule payment, not included in FAC. This Covid relief bonus shall be paid in the first pay period following ratification of the Agreement by both parties.~~

12. Housekeeping Items:

- The city agrees in good faith to review the contract with the union to remove obsolete provisions that are no longer applicable 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.

FOR THE UNION

FOR THE CITY

Scott Harding, Business Agent FOP

Date:

Page | 6

Susan Como, City Manager

Date: