



CITY OF GROSSE POINTE WOODS DEPARTMENT OF PUBLIC SAFETY

Date: **October 14, 2025**

To: **City Administrator Frank Schulte**
 Assistant City Administrator Susan Como

From: **John G. Kosanke, Director of Public Safety**

Subject: **K-9 Officer Compensation**

I am requesting approval from Council to sign a Memorandum of Agreement between the City of Grosse Pointe Woods and the Michigan Fraternal Order of Police Labor Council regarding K-9 Officer compensation.

As an officer assigned to the K-9 Handler position is required to be on-call 24 hours per day with a department cell phone, the agreement includes an annual lump sum of \$1,000.00, payable in two installments per year.

To compensate the officer for the care and handling of his K-9 partner during off-duty hours, the K-9 Handler will receive seven (7) hours of pay computed at one and one-half times their regular hourly pay, for each pay period, which consists of fourteen (14) days. Special rates will apply for overtime on holidays. Specific details regarding the pay can be found in the Memorandum.

The compensation listed in the above paragraph is a requirement of the Fair Labor Standards Act (FLSA) and is commonly referred to as the "Garcia Act". Under the FLSA, K-9 Handlers must be compensated for at-home care of their dogs if the dog is not kenneled at a fixed location.

MEMORANDUM OF AGREEMENT
REGARDING K-9 OFFICER COMPENSATION

This MEMORANDUM OF AGREEMENT is entered into this _____ day of October 2025, between the City of Grosse Pointe Woods, hereinafter referred to as the "Employer," and the Michigan Fraternal Order of Police Labor Council, hereinafter referred to as the "Union."

WHEREAS, the Employer and Union are parties to a Collective Bargaining Agreement from July 1, 2022 until June 30, 2026.

WHEREAS, the Employer started a new K-9 program and entered into an agreement with the Grosse Pointe Animal Adoption Society.

WHEREAS, the Employer wishes to compensate its Officers assigned to the K-9 Handler position for care and maintenance of the Departmental canine during off duty hours.

THEREFORE, IT IS AGREED AS FOLLOWS:

1. This Memorandum of Agreement shall be in effect from the date that it is fully signed and executed.
2. 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 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 Memorandum of Agreement that both parties will meet and discuss the proposed changes. On holidays, the K-9 Handlers' overtime of 0.5 hours will be paid double time, and the K-9 Handler will receive 0.5 hours compensatory time.
3. The Departmental 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. This payment shall be made in two payments of \$500 paid in the first payroll in January and the first payroll in June of each year. Payments shall be pro-rated in the event that the K-9 Handler is not in that assignment for the full, six-month period preceding that payment.
4. This Memorandum of Agreement shall be in effect until the Collective Bargaining Agreement is renewed, at which time it shall be negotiated and included in the renewed Collective Bargaining Agreement.
5. This Memorandum of Agreement shall not be precedent setting for the parties involved.
6. Nothing in this Memorandum of Agreement shall modify any other terms or conditions of the Collective Bargaining Agreement except as specifically set forth above.

“EMPLOYER”

CITY OF GROSSE POINTE WOODS

By: Arthur Bryant

Its: Mayor

By: Frank Schulte

Its: City Administrator

“UNION”

**MICHIGAN FRATERNAL ORDER
OF POLICE LABOR COUNCIL**

By: Scott Harding

Its: Business Agent

By: Ryan Schroerlucke

Its: President