

**TENTATIVE AGREEMENT**

**BETWEEN WHITE LAKE TOWNSHIP**

**AND**

**POLICE OFFICERS LABOR COUNCIL**

**PART TIME FIREFIGHTERS' UNION**

**CONTRACT EXTENSION**

**JANUARY 1, 2024 – DECEMBER 31, 2026**



**Fire Department**  
Charter Township of White Lake

**Police Officers Labor Council (POLC)  
White Lake Township Part Time Fire Fighters Union  
Tentative Agreement**

**1. SENIORITY**

**ARTICLE 6 (Page 4) – REVISE**

**Section 2.** Newly hired part-time firefighters shall be considered as probationary employees for the first one (1) year of employment. During that one (1) year period firefighters shall become familiar with department equipment including apparatus, department Procedures including communications, Standard Operating Guidelines (SOG), and Oakland County Medical Control protocols. Probationary firefighters will be subject to evaluations during their probationary period.

**2. WAGES**

**ARTICLE 16 (Page 14) – REVISE**

**Section 10.**

|   |         |
|---|---------|
| FF/EMT less than one (1) year of department service       | \$18.47 |
| FF/Paramedic less than one (1) year of department service | \$19.21 |
| FF/EMT with one (1) year of department service            | \$20.15 |
| FF/Paramedic with one (1) year of department service      | \$20.96 |
| FF/EMT, FEO + two (2) years of department service         | \$25.18 |
| FF/Paramedic, FEO + two (2) years of department service   | \$26.19 |

**Remove:** A one-time payment of \$375.00 for members with one year of service. This was only for contract year 2022.

**Add:** Effective the first pay period after ratification, the proposed wage scale will go into effect.

|                           |      |
|---------------------------|------|
| Effective January 1, 2025 | 2.5% |
| Effective January 1, 2026 | 3.0% |

**Section 12 Training (page 15)**

**Add: b. Firefighter licensure/certification expectations.**

It shall be a Condition of employment for Firefighters to maintain the minimum required levels of licensure/certifications which includes, but are not limited to;



**Fire Department**  
Charter Township of White Lake

- a. State of Michigan firefighter I&II (Certification).
- b. At minimum EMT (License).
- c. BLS – CPR (Certification).
- d. If Paramedic – must maintain ACLS (license)

Failure to do so shall result in immediate suspension. The employee shall have thirty (30) days to be compliant. Failure to do so will result in further discipline and or termination. The Fire Chief shall have the right to extend this time threshold when extenuating circumstances exist.

A Letter of Understanding with the Union will be recognized.

**3. MISCELLANEOUS**

**ARTICLE 25 (Page 23) - REVISE**

**Section 13.** Failure to meet probationary requirements.

The township reserves the right to separate at any time during this period for cause as determined by the Fire Chief that includes, but is not limited to;

- a. Failure to retain all required certifications/licensure.
- b. Failure to comply with shift works expectations.
- c. Negative evaluation from the program supervisor of their designee.
- d. Any violation of township, and or fire department rules/regulations.

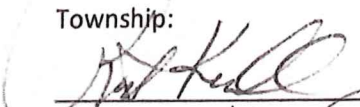
**ADD: Section 14.**

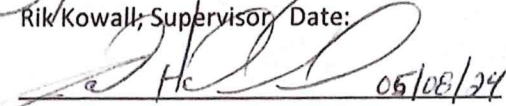
**4. Scope of Agreement**


**Article 27 Contract Extension Period:**

January 1, 2025 through December 31, 2026


Township:

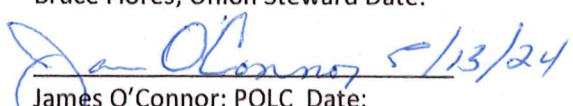
  
Rik Kowall; Supervisor Date:

 05/08/24  
John Holland: Fire Chief Date:

 5/8/24  
Cathy Derocher; Human Resources Mgr. Date:

Union:

 5/8/24  
Bruce Flores; Union Steward Date:

 5/13/24  
James O'Connor; POLC Date:

TOWNSHIP OF WHITE LAKE  
OAKLAND COUNTY, MICHIGAN

Letter of Understanding

AGREEMENT made this 8 day of May 2024, by and between the Township of White Lake, Oakland County, Michigan, hereinafter referred to as "Township"; and the POLC representing the White Lake Township Part Time Firefighters, hereinafter referred to as "Union":

WHEREAS, the Township of White Lake is a Michigan municipal corporation, and is further a "public employer" pursuant to the provisions of the Michigan Public Employment Relations Act (PERA), and therefore is obligated to negotiate with representatives of the Township of White Lake and POLC (Union), and

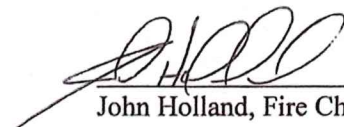
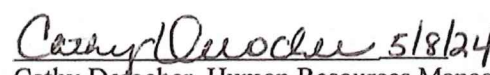
WHEREAS, POLC, is a union within the meaning of the PERA, and has a mutual obligation to negotiate with the Township, and

**NOW THEREFORE, the parties agree to the following:**


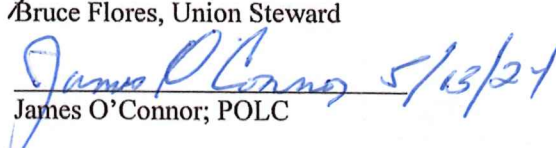
Upon the occurrence of vacancies in the rank of Part Time Firefighter contemplated under this agreement or any future vacancies in the Fire Department, the Parties have agreed that new employees who receive funding to assist in whole or in part their Fire academy costs shall be subject to a repayment agreement as attached to this letter of understanding.

This Letter of Understanding executed on the 8<sup>th</sup> day of May 2024.

For the Township:

  
John Holland, Fire Chief 05/08/24  
  
Cathy Desrocher, Human Resources Manager 5/8/24

For the Union:

  
Bruce Flores, Union Steward  
  
James O'Connor; POLC 5/13/24