

WATERFORD TOWNSHIP

AND

MICHIGAN ASSOCIATION OF POLICE
Representing the Dispatcher's Association

TENTATIVE AGREEMENT

June 17, 2022

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1. Duration – 4 years.

2. Wages:
1/1/2022, 2.25%
1/1/2023, 2.25%
1/1/2024, 2.5%
1/1/2025, 3.0%

2022 wage increase shall be retroactive for presently active employees for all total gross wages back to January 1, 2022.

As part of a comprehensive agreement, the Township will eliminate the start rate January 1, 2022, and modify the scale to be: Start 90%; 6 months 95%; 1 year 100% and modify the rest of the schedule accordingly.

Remove “Dispatcher II” and “Dispatcher Coordinator” for future individuals with “Dispatch Supervisor,” 10% above Dispatcher wage.

- Tony Corbett rank differential is “Grandfathered”

3. 7.2 Provisions of the contract that do not apply to PT Dispatchers (list Articles with description)

8.1 – Seniority and benefits after 60 days
16 – Sick leave, short-term and long-term disability
18 – Personal Leave
19 – Bereavement Leave
20 – Promotions
21.2 – Shift Selection
22.2 – Wage rate during Leaves
23 – Overtime and/or premium pay
24 – Compensatory time (change proposed)
25 – Holiday provisions
26 – Vacation

- 29 – Jury Duty
- 30 – Hospitalization/Medical Coverage
- 32 – Life Insurance Coverage and AD&D
- 33 – Pensions
- 34 – Tuition Reimbursement

Union TA'd this proposal with the caveat of part-timers receives the "Holiday Pay" as contained in Paragraph 20 and 40 hours of PTO. (Similar to part-time detention officers). See Article 25

4. Change: "4000 hours worked" to "18 months"
5. Article 8.1 – Seniority. Union proposes changing "all such employees shall begin to qualify for all benefits afforded to regular seniority employees after sixty (60) actual working days worked." Change 60 to 30 days.
6. 10.2 – Remove: "Dispatcher Supervisor," replace with "Administrative Bureau Commander."
Create: 3 Dispatch Team Leader positions in place of Dispatch Coordinator and Dispatcher II, with a 10% pay increase from Dispatcher. Red circle present Coordinator.
7. 10.6 – Remove: All
8. 10.7 – Remove: All
9. 16.7 – Should the Employee exhaust their paid sick time bank prior to September 30th and are on an extended leave of absence, they shall be allowed to use vacation, personal leave or compensatory time off to cover that illness or injury. Employees on Family Medical Leave must use any available paid time off above 40 hours to cover their medical leave.
10. 21.1 – Change: to "day shift," "afternoon shift," "midnight shift"
11. 21.2 – Employees shall receive two vacation periods with pay after one year of continuous service with the Department. The summer vacation period shall be April 1st through September 30th. The winter vacation period shall be October 1st through March 31st of each year.

Employees may select a maximum total of forty (40) accrued vacation days, in any combination between both semi-annual primary vacation picks. Vacation requests shall not be changed to any other form of PTO except twice per year an employee may change a vacation request to a personal leave day if they have a personal leave day available.

- B. Seniority in grade shall have preference on all primary vacation picks within each shift, with the most senior employee having first preference, all in

keeping with the needs of the department. Primary vacation picks shall take place semiannually, commencing with the first Saturday in January and the first Saturday in July of each year, along with shift picks. Vacation and shift picks shall be completed by March 1st and September 1st. All secondary vacation requests shall be granted on a first come first served basis subject to availability based on department scheduling standards.

- C. Seniority shall have preference on all shift preferences and such shift preferences shall take place semi-annually; shift pick, leave day selection, and vacation pick will commence in January and July. The actual shift change, and vacation periods will commence on the first Saturday in April and October. No more than one Dispatch Supervisor may select the same shift.
- D. Dispatch Supervisors shall select shifts based on seniority in grade. No more than one Dispatch Supervisor shall select the same shift.
- E. A blank schedule for each shift shall be posted on the first Saturday in January and July, to be completed by March 1st and September 1st.
 - 1. Employees who will be on vacation, sick leave, etc. when the shift change schedule is posted, shall before leaving submit an interdepartmental communication to their Bureau Commander stating their first and second choice of shift preference along with their leave day choices for each.
 - 2. Leave days shall be indicated on the schedule prior to posting.
 - 3. An employee cannot exercise shift preference and bump an employee with less than one (1) year of seniority (one year from date of hire).
 - 4. During such semi-annual period, an employee on a particular shift may, by mutual consent with another employee, of equal classification on a different shift, exchange shift assignments for a period not exceeding one (1) month, during said semi-annual period. Such exchanges of shift must be requested of the Police Chief, who shall have the discretion to grant such mutual request if in their discretion such shift changes will not disrupt the efficient operation of the Police Department.
 - 5. Employees shall be permitted to trade or exchange a work or leave day, provided that an employee shall only be permitted to trade or exchange two (2) days per pay period subject to the approval of the Bureau Commander, and said traded day must be repaid by a working day and not by any other PTO, within the same pay period;

provided further that an employee shall not trade or exchange a day's work with another employee so as to give either employee a sixteen (16) hour working day.

The term "trade or exchange" shall be defined as a trade or exchange of work or leave days with another employee of the same rank.

Example: Employee "A" is schedule for a leave day on Friday, March 9 and scheduled for a workday on Saturday, March 10.

Employee (B) is scheduled for a workday on Friday, March 9 and scheduled for a leave day on Saturday, March 10.

Employee "A" and Employee "B" agree to a trade on March 9 and 10 which looks like this:

Employee "A" will work on Friday, March 9 for Employee "B" as well as assume Employee "B's" leave day on Saturday, March 10.

Employee "B" will work on Saturday, March 10 for Employee "A" as well as assume Employee "A's" leave day on Friday, March 9.

Shifts will be selected by classification seniority. Vacation and leave days will be selected by bargaining unit seniority after shift bids.

12. 22.1 – Change to: "Afternoon shift" and "Midnight shift"
13. See attached.
14. 29.1 – Replace "supervisor" with "Bureau Commander or designee, as dictated by Department General Order"
15. 29.2 (D) – The Township agrees changing "Merrill Lynch Bond Index" and replacing it with "Bloomberg Barclay's Government/Credit Index" in regards to computing annuity withdrawal with other Unions' agreements.
16. 29.13 – The Township agrees to the following changes.
 - During the 3rd year (January 1, 2024) of the duration of the upcoming Collective Bargaining Agreement, the Employee shall contribute 4% to the Defined Contribution with the Employer contributing 13%; and
 - During the 4th year (January 1, 2025) of the duration of the upcoming Collective Bargaining Agreement, the Employee shall contribute 5% to the Defined Contribution with the Employer contributing 14%.

17. Article 30.2(H) – Retiree Healthcare. Union proposes Employees hired before July 4, 2016, contribute 2% into retiree healthcare.

Article 30.3 – Dental Insurance. Union proposes changing from 60 to 30 days of employment to utilize dental insurance.

Article 30.4 – FSA. Union requests maximum contributions to match the current IRS Code 125 regulations as of 2021. (Believe to be \$2,750 per employee)

18. 33.3 – (B) The “last 5” does not apply anymore. Tony Corbett is the last one left.

19. 34.1 - \$2,000.00 annual cap on tuition reimbursement

- 2 more Follow-up can “Team Leaders” still utilize trade time with dispatchers? Article 21.2 (Yes)

20. Township agrees to Union proposal for a mirror clause to holiday pay of OA CBA. This refers only to the six paid holidays for physically working those holidays. This is the Holiday Pay referred to above for part-timers.

21. Article 18, Personal Leave.

18.1: A seniority employee shall be entitled to a maximum of three (3) personal days per year, non-accumulative, under the following conditions:

- A. No change.
- B. New: Advance notice must be given the Employer and will be granted considering the wishes of the employees’ efficiency of the operation of the department including causing overtime.
- C. No change.
- D. No change.

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13.

Compensatory Time: Employees working overtime have a choice of taking cash or compensatory time.

Employees shall bank no more than one hundred and four (104) hours of compensatory time at any one time. Total use of compensatory time in any calendar year shall not exceed one hundred and four (104) hours.

On the final pay period in December, an employee shall be paid out for their remaining compensatory time. An employee may elect to retain sixteen (16) hours of compensatory time at the time of the payout. In the event a member carries over hours, as provided herein, they shall not be able to earn more than eighty-eight (88) hours the following calendar year.

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SUPPLEMENTAL LETTER OF UNDERSTANDING

The parties further agree to the following: In the transition year of 2022 in implementing the 12/27/2021 agreement, members will be allowed to if they choose to utilize a minimum of an additional 56 hours of comp time off after ratification. For those members who have already utilized 48 hours or more of comp time off, the 56 hours will be allowed for the rest of the calendar year. For those members who have used less than 48 hours of comp time off, they can use up to the difference between 104 hours and the time they have already utilized in 2022.