

**WATERFORD TOWNSHIP**  
**AND**  
**COMMAND OFFICERS**  
**ASSOCIATION OF MICHIGAN**  
  
**TENTATIVE AGREEMENT**

**January 31, 2023**

**WATERFORD TOWNSHIP**  
**AND**  
**COMMAND OFFICERS ASSOCIATION OF MICHIGAN**  
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1. Duration – 4 years.
2. Township agrees to the Union proposal that all employees who "physically" work the listed holidays shall be compensated at the rate of time and a half (1.5) for that workday: New Year's Eve, New Year's Day, Memorial Day, Thanksgiving, Christmas Eve, Christmas Day. Mirroring Patrol.
3. 22.7 modified to read:
  - A. "Should the Employee exhaust their paid sick time bank prior to September 30<sup>th</sup> 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."
4. Add to Section 22.7 – Family Medical Leave shall be based on a rolling one-year period.
5. Article 27.1(D). The Township will change "Merrill Lynch Bond Index" and replace it with the alternative decided by the Pension Board with notice to the Union in regards to computing annuity withdrawal with other Unions' agreements. The parties will continue to discuss.
6. Article 27.13. The Township proposes the following changes:
  - Members covered by the Defined Contribution plan during the 3<sup>rd</sup> 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 4<sup>th</sup> 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%.
7. Shift Premium. The Township agrees to the Union proposal. Union proposes adding a Shift Premium to match what Patrol received effective upon

ratification unless Patrol receives retro. Shift premium will be handled consistently with the Patrol unit.

- Eighty cents (\$.80) per hour for afternoon shift.
- One dollar and fifteen cents (\$1.15) for midnight shift.

8. 11.5

3. Add "under Garrity" after "Any order to make a statement"

4. Add "Garrity" after "The order and the"

Add "except consistent with MCL 15.395" after "shall not be made available"  
(T/A)

9. 14.1 Add: ...to be completed by March 1<sup>st</sup> and September 1<sup>st</sup>.

10. 17.6 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 during any calendar year. 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 still not be able to accumulate more than one-hundred and four (104) hours the following calendar year.

11. 20.5 Remove.

12. 17.7 Use of Compensatory Time. Use of compensatory time shall be granted provided the request is made to the employee's immediate supervisor a minimum of four calendar days in advance (which may be waived by the employee's immediate supervisor in an employee's unanticipated emergency or in the discretion of the employee's immediate supervisor) and provided the use does not cause a significant disruption of the Township operations but shall not be denied simply because it creates overtime. Once compensatory time is requested, it cannot be withdrawn by the employee unless it is withdrawn a minimum of four calendar days prior to the intended use. Requests for compensatory time may be made in conjunction with primary vacation and shall be considered as part of the employee's maximum total selection of forty (40) days between both semi-annual primary vacation picks, as outlined in Section 20.6. Such compensatory time requests shall not be changed to any other form of PTO and cannot be withdrawn without the consent of the employee's Bureau Commander.

13. 20.6 .....to be completed by March 1<sup>st</sup> and September 1<sup>st</sup> of each year.



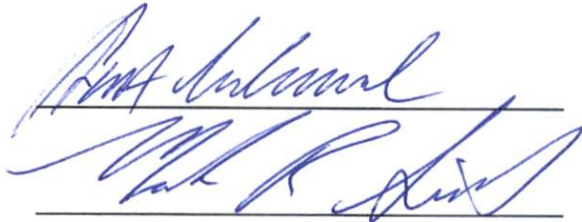
14. 30.1 General Wage Provisions.

Job titles and base wage rates for employees covered by this agreement are:

<u>Sergeants</u>	<u>Start</u>	<u>Full—After 6 Months</u>
January 1, 2022	8.5% above Patrol Base	17% above Patrol Base
<u>Lieutenants</u>	<u>Start</u>	<u>Full—After 6 Months</u>
January 1, 2022	5% above Sergeant Base	10% above Sergeant Base

30.2 Any increase or decrease in Patrol wages during the term of this agreement shall result in an increase or decrease in accordance with the percentage differentials in 30.1.

WATERFORD TOWNSHIP



COMMAND OFFICERS ASSOCIATION  
OF MICHIGAN

