

**ROYAL OAK POLICE OFFICERS ASSOCIATION**

**AND**

**CITY OF ROYAL OAK**

**TENTATIVE AGREEMENT**

**October 10, 2023**

**Royal Oak Police Officers Association**

**And**

**City of Royal Oak**

**Tentative Agreement**

**October 10, 2023**

WHEREAS, the City of Royal Oak (City) and the Royal Oak Police Officers Association (Union) are parties to a Collective Bargaining Agreement which expires June 30, 2024;

WHEREAS, the City approached the Union with proposed modifications to the Collective Bargaining Agreement due to the importance of a marketplace adjustment recognizing the unique and difficult circumstances involved in hiring and retention of law enforcement officers;

WHEREAS, the City also proposed a one-year extension of the Collective Bargaining Agreement through June 30, 2025;

WHEREAS, the parties have had discussions regarding modification of the existing agreement as well as a one-year extension of the Collective Bargaining Agreement;

AND, as a result of those discussions, the parties have agreed to this Tentative Agreement subject to ratification and agreement on language in the revised contract.

1. Duration. The existing Collective Bargaining Agreement will be extended for an additional one year to June 30, 2025.
2. Effective to the first full pay period after ratification of this Agreement by both sides, and as soon as can be reasonably implemented thereafter, uniform allowance of \$1,100 will be rolled into base salary for all full-time members of the bargaining unit. All uniform allowance payments will be eliminated in the Collective Bargaining Agreement for full-time members of the bargaining unit and language regarding its elimination and its state of elimination will be incorporated in the Agreement.
3. Effective upon the pay period noted above, \$1,188 of shift differential will be rolled into Officer's base salary and day shift premium will be eliminated prospectively going forward, and the language in the contract

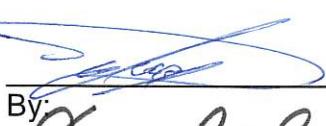
*jl* 10/15/23

or elsewhere will be amended to reflect the elimination of this payment prospectively and the date the amount was rolled in. Night shift will continue to be paid fifty-six (56) hours of night shift premium bi-weekly in an eighty-four (84) hour pay period prospectively, and the language in the contract or elsewhere will be amended to reflect same. PSA/Dispatcher shift premium will remain status quo.

4. A 5% wage increase will be provided to all full-time members of the bargaining unit effective for the extension year of July 1, 2024, which will be advanced to the first full pay period after ratification by both sides of this Agreement.
5. The market adjusted base wages to be effective upon ratification of implementation of this Agreement for Police Officers are attached.
6. The new base wage scale for PSA/Dispatchers reflecting the terms of this Agreement, and the elimination of uniform allowance and market adjustment are also attached to this Agreement.
7. All Parking Enforcement will receive the additional sum of \$1.00 per hour for the remainder of this contract year which will be effective upon ratification of this Agreement consistent with the provisions above. On July 1, 2024, all Parking Enforcement will receive an additional sum of \$0.75 cents per hour.
8. This Agreement will extend the existing Collective Bargaining Agreement except as modified above through June 30, 2025.
9. This Agreement allows for the possibility of initiating discussions and considering possible modifications to the current Collective Bargaining Agreement in regard to the permanent inclusion of 12-hour shifts in the CBA before June 30, 2025.

CITY OF ROYAL OAK

By:

11/17/2023  


Date

By:

Debra A. Lichtenberg 12/4/23  


Date

By:

Date

ROYAL OAK POLICE OFFICERS  
ASSOCIATION

By:

10/15/23  


Date

By:

10/15/23  


Date

By:

10/15/23  


Date

ROPOA - Police Dept. - Proposed Wage Schedule through 06/30/2025

Police Officer	Starting	Year 1	Year 2	Year 3
Hourly: \$ 35.1202	\$ 37.1462	\$ 39.5780	\$ 42.3558	
Annual: \$ 73,050.00	\$ 77,264.15	\$ 82,322.28	\$ 88,100.00	

911 Dispatcher	Starting	Year 1	Year 2
Hourly: \$ 28.2588	\$ 30.1212	\$ 31.9834	
Annual: \$ 58,778.31	\$ 62,652.07	\$ 66,525.40	

Parking Enforcement (PT) thru 06/30/24	Starting	Year 1	Year 2	Year 3	Year 4	10+ Yrs
Hourly: \$ 20.7438	\$ 21.3014	\$ 21.8586	\$ 22.4161	\$ 22.9734	\$ 23.5309	

Parking Enforcement (PT) FY 24-25	Starting	Year 1	Year 2	Year 3	Year 4	10+ Yrs
Hourly: \$ 21.4938	\$ 22.0514	\$ 22.6086	\$ 23.1661	\$ 23.7234	\$ 24.2809	

*Schedules based on 2080 hrs/year*

10/15/23