

**POLICE OFFICERS LABOR COUNCIL
REPRESENTING THE
ROYAL OAK POLICE COMMAND OFFICERS ASSOCIATION**

AND

CITY OF ROYAL OAK

TENTATIVE AGREEMENT

October 16, 2023

**Police Officers Labor Council
Representing the
Royal Oak Police Command Officers Association**

And

City of Royal Oak

Tentative Agreement

October 16, 2023

WHEREAS, the City of Royal Oak (City) and the Police Officers Labor Council Representing the Royal Oak Police Command 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 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, \$1,314 of shift differential (Sergeants) and \$1,428 (Lieutenants) will be rolled into each Command Officer's base salary and day shift premium will be eliminated prospectively going forward, and the language in the contract 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 eligible 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.
4. A 5% wage increase will be provided to all 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 members of this bargaining unit are attached.
6. This Agreement will extend the existing Collective Bargaining Agreement except as modified above through June 30, 2025.
7. This Agreement does not change the meeting requirement in the 12-hour shift agreement.

CITY OF ROYAL OAK

ROYAL OAK POLICE COMMAND
OFFICERS ASSOCIATION

By: 

Date

11/17/2023

By: Hebra A. Lichtenberg

Date

12/4/23

By: _____

Date

By: 

Date

10-18-23

By: J. K. G.

Date

10/18/23

By: Robert J. Jones

Date

10-18-23

PCOA

Six Month, Steps

New Proposal - Upon Ratification	8 Hour Shifts / 80 bi-weekly hours*		2080 hours/year			
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
	I		J		K	
Sergeant	\$ 47,5913	\$ 98,989.95	\$ 48,5992	\$ 101,086.40	\$ 50,1916	\$ 104,398.50
Lieutenant	\$ 51,5687	\$ 107,262.86	\$ 52,6726	\$ 109,558.99	\$ 54,5432	\$ 113,449.85

*extra 104 hours for 12 hour shifts to be based on the base pay hourly rate shown above