

**POLICE OFFICERS LABOR COUNCIL
Representing the
ROYAL OAK DETECTIVES' ASSOCIATION**

AND

CITY OF ROYAL OAK

TENTATIVE AGREEMENT

October 11, 2023

**Police Officers Labor Council
Representing the
Royal Oak Detectives' Association**

And

City of Royal Oak

Tentative Agreement

October 11, 2023

WHEREAS, the City of Royal Oak (City) and the Police Officers Labor Council Representing the Royal Oak Detectives' 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 \$1,800 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 members of the bargaining unit and language regarding its elimination and its state of elimination will be incorporated in the Agreement.

3. 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.
4. The market adjusted base wages to be effective upon ratification of implementation of this Agreement for Detectives are attached.
5. This Agreement will extend the existing Collective Bargaining Agreement except as modified above through June 30, 2025.

CITY OF ROYAL OAK

By:

Date

By:

Date

By:

Date

POLC Representing the
ROYAL OAK DETECTIVES'
ASSOCIATION

By:

Date

By:

Date

By:

Date

Robert Fagel 10-19-23

Police

New Proposal - Upon Ratification	Detectives <i>Six Month, Steps</i>		
	A	B	C
Hourly:	\$ 43.4573	\$ 44.4090	\$ 45.9984
Annual:	\$ 90,391.28	\$ 92,370.65	\$ 95,676.60