

COLLECTIVE BARGAINING AGREEMENT
MODIFICATION AND EXTENSION

The City of Royal Oak ("City") and the Police Officers Labor Council Representing the Royal Oak Police Officers Association ("Union") are parties to a Collective Bargaining Agreement through June 30, 2025, representing employees of the POLC Patrol Unit, 911 Dispatchers and Parking Enforcement.

WHEREAS, the City and the Union are parties to a Collective Bargaining Agreement ("Agreement"); and

WHEREAS, the parties have discussed extending the Agreement for an additional one-year period expiring June 30, 2026; and

WHEREAS, the parties now seek to memorialize the terms of said extension and modification to this Agreement; and

WHEREAS, the provisions of the Agreement shall remain unchanged except as modified as specified below.

NOW, THEREFORE, the parties agree as follows:

1. The City shall provide the following wage increases to across-the-board members of the bargaining unit:

July 1, 2025, a 4% across-the-board wage increase.
2. An increase in the meal allowance from \$10 to \$20 with no other change in the language effective in the new agreement.
3. The parties have agreed to continue to discuss the travel policy with the Union having discussions with Human Resources and the Police Chief.
4. Effective July 1, 2025, second tier 911 Dispatchers will receive shift premium consistent with Section 45.6.
5. The parties acknowledge that all other provisions of the Agreement shall remain in force and carry over in this Extension Agreement.

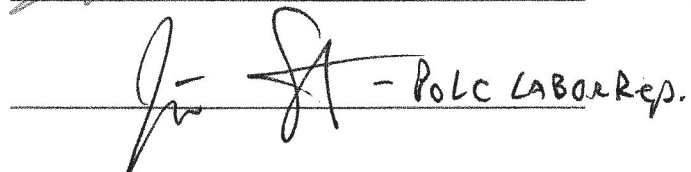
CITY OF ROYAL OAK



Human Resources Director

01/03/2025

POLC Representing the ROYAL OAK POLICE
OFFICERS ASSOCIATION

 - POLC PRESIDENT - POLC VICE PRESIDENT - POLC LAB REP.