

Tentative Agreement for POAM-Police Officer Contract Extension

November 18, 2021

THIS AGREEMENT is made by and between the parties of Pittsfield Charter Township, hereinafter referred to as the "Employer", and the Police Officers Association of Michigan representing the Pittsfield Township Police Officers' Group, hereinafter referred to as the "Union."

The Parties agree that given the uncertainty of the immediate operating revenue:

- a) The current Collective Bargaining Agreement shall be extended for one (1) year through December 31, 2022.
- b) All wages, benefits, and conditions of employment shall continue during this period. Scheduled increases in benefits and/or wages shall continue specific to the proper seniority step being reached during this period.
- c) The letter of understanding regarding sick bank contribution into the 457 Deferred Compensation Plan that increases the optional conversion to 400 hours (from 300 hours) will be incorporated into the existing contract (Article 9-Section 10).
- d) All other current Letters of Understanding shall continue during the one-year extension.
 - i. Field Training Officer Compensation dated September 17, 2021
 - ii. 2021 Sergeant Promotional Process dated June 17, 2021
 - iii. Temporary Acting Sergeant Pay dated June 17, 2021
 - iv. Special Assignment - Detective Pay dated April 20, 2020
 - v. Promotional Process Eligibility dated December 4, 2020
 - vi. COVID-19 Pandemic Vacation Bank Carryover dated May 21, 2020
 - vii. COVID-19 Pandemic Hazard Compensation dated May 19, 2020
 - viii. COVID-19 Pandemic Agreement to Not Mandate Vaccination - pending
 - ix. Competitive Starting Wage for New-Hire Police Officers - pending
- e) The Parties agree that a five percent (5%) wage increase will take effect on January 1, 2022 for the term of this agreement extension.

This agreement is non-precedent setting and spells out all of the Agreements made by the parties and that there are no others.

Pittsfield Charter Township



Matthew Harshberger, Director of Public Safety

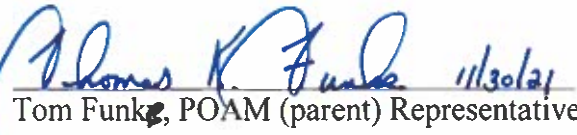


Patricia Denig, Director of Human Resources

Police Officers Association of Michigan



Kevin Cassette, POAM President



Tom Funk, POAM (parent) Representative