



Fire Department
Charter Township of White Lake

Police Officers Labor Council (POLC)
White Lake Township Part Time Fire Fighters Union
Tentative Agreement

1. SENIORITY

ARTICLE 6 (Page 4) – REVISE

Section 2. Newly hired part-time firefighters shall be considered as probationary employees for the first one (1) year of employment. During that one (1) year period firefighters shall become familiar with department equipment including apparatus, department Procedures including communications, Standard Operating Guidelines (SOG), and Oakland County Medical Control protocols. Probationary firefighters will be subject to evaluations during their probationary period.

2. WAGES

ARTICLE 16 (Page 14) – REVISE

Section 10.

FF/EMT less than one (1) year of department service	\$18.47
FF/Paramedic less than one (1) year of department service	\$19.21
FF/EMT with one (1) year of department service	\$20.15
FF/Paramedic with one (1) year of department service	\$20.96
FF/EMT, FEO + two (2) years of department service	\$25.18
FF/Paramedic, FEO + two (2) years of department service	\$26.19

Remove: A one-time payment of \$375.00 for members with one year of service. This was only for contract year 2022.

Add: Effective the first pay period after ratification, the proposed wage scale will go into effect.

Effective January 1, 2025 2.5%
Effective January 1, 2026 3.0%

Section 12 Training (page 15)

Add: b. Firefighter licensure/certification expectations.

It shall be a Condition of employment for Firefighters to maintain the minimum required levels of licensure/certifications which includes, but are not limited to;



Fire Department
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- a. State of Michigan firefighter I&II (Certification).
- b. At minimum EMT (License).
- c. BLS – CPR (Certification).
- d. If Paramedic – must maintain ACLS (license)

Failure to do so shall result in immediate suspension. The employee shall have thirty (30) days to be compliant. Failure to do so will result in further discipline and or termination. The Fire Chief shall have the right to extend this time threshold when extenuating circumstances exist.

A Letter of Understanding with the Union will be recognized.

3. MISCELLANEOUS

ARTICLE 25 (Page 23) - REVISE

Section 13. Failure to meet probationary requirements.

The township reserves the right to separate at any time during this period for cause as determined by the Fire Chief that includes, but is not limited to;

- a. Failure to retain all required certifications/licensure.
- b. Failure to comply with shift works expectations.
- c. Negative evaluation from the program supervisor of their designee.
- d. Any violation of township, and or fire department rules/regulations.

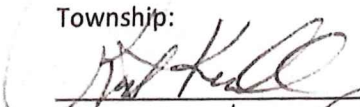
ADD: Section 14.

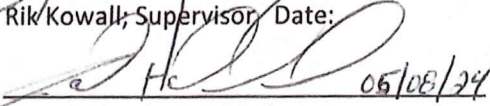
4. Scope of Agreement


Article 27 Contract Extension Period:

January 1, 2025 through December 31, 2026


Township:

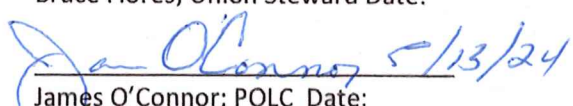

Rik Kowall; Supervisor Date:

 05/08/24
John Holland: Fire Chief Date:

 5/8/24
Cathy Derocher; Human Resources Mgr. Date:

Union:

 5/8/24
Bruce Flores; Union Steward Date:

 5/13/24
James O'Connor; POLC Date: