

**TENTATIVE AGREEMENT  
BETWEEN  
THE CITY OF HAMTRAMCK  
AND  
HAMTRAMCK RANKING OFFICERS ASSOCIATION**

This Tentative Agreement is entered into this 8<sup>th</sup> day of November, 2017, by and between the City of Hamtramck, Wayne County, Michigan, (hereinafter "City") and the Hamtramck Police Ranking Officers Association (hereinafter "Union");

**WHEREAS**, the parties' current Collective Bargaining Agreement ("CBA") expired on June 30, 2016;

**WHEREAS**, the parties, after negotiations have reached a Tentative Agreement under on the terms and conditions set forth below;

**WHEREAS**, the parties understand, acknowledge, and agree that this Tentative Agreement is not in effect, unless and until fully ratified by both parties;

**NOW THEREFORE**, in consideration of the mutual covenants, promises, and obligations contained in this Tentative Agreement, the parties agree as follows:

**ARTICLE VII. Economic Matters.**

Section 1. Wage Differentials. Each full-time member of the bargaining unit as of November 1, 2017, shall receive a 1% wage increase, retroactive to July 1, 2017.

In addition, each full-time, active member of the bargaining unit as of November 1, 2017, shall receive a one-time payment of One Thousand Five Hundred and 00/100 (\$1,500.00) dollars. Such payment shall have no effect on base wages and shall also have no effect on any employee benefits, including, but not limited to pension benefits.

The one-time payments above and the clothing allowance below shall be paid in a separate payroll check, from which legally required tax deductions shall be withheld.

Section (5) Holiday Pay. In addition to the existing paid holidays identified in the current CBA, the following additional paid holidays shall be included in the new Agreement: New Year's Day, Martin Luther King, Jr. Day, Good Friday, Veteran's Day, Christmas Eve, and New Year's Eve.

Section 6. Clothing and Gun Allowance. All active and current members shall receive a \$500 per year clothing allowances.

**ARTICLE XXI. Duration.** This Tentative Agreement shall be effective and shall be in full force and effect on **July 1, 2016**, and shall remain in full force and effect until **June 30, 2018**.

All other terms and conditions of the parties' CBA, not modified by this Tentative Agreement, shall remain in full force and effect for the duration of the Agreement.

This Tentative Agreement is not enforceable until fully ratified by both parties.

The parties agree to work together to create contract language to reflect the terms and conditions of this Tentative Agreement.

HAMTRAMCK POLICE RANKING  
OFFICERS ASSOCIATION

CITY OF HAMTRAMCK

By:   
Steve Smiscik, President

By: 

By:   
Andrew Mileski, Vice-President

By:   
Amy Mervyn, Financial Secretary

Dated: 11/9/17

Dated: 11-9-17