

**TENTATIVE AGREEMENT  
BETWEEN  
THE CITY OF HAMTRAMCK  
AND  
HAMTRAMCK FRATERNAL ORDER OF POLICE LABOR COUNCIL**

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 Fraternal Order of Police Labor Council (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.**

**Sec. 1 - Wages.** 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.

**Sec. 2 – Holiday Pay.** Each employee shall be entitled to receive the following paid holidays: New Year's Day, Martin Luther King, Jr. Day, Presidents Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve.

**Sec. 3 – Gun Maintenance Allowance.** All active and current members shall receive a \$500.00 per year clothing allowance, in addition to the \$500.00 gun maintenance allowance provided for in the current Agreement.

ARG#19

**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 FRATERNAL ORDER OF  
POLICE LABOR COUNCIL

CITY OF HAMTRAMCK

By: *Dennis Jaworski*

By: *Kathleen Anger*

Dated: 11/9/2017

Dated: 11/9/2017