



**Memorandum of Understanding
Between the
City of Auburn Hills
&
Police Officers' Labor Council/Patrol**



A. PURPOSE

This Memorandum of Understanding (MOU) is to establish an agreement by and between the City of Auburn Hills ("the City") and the Police Officers' Labor Council/Patrol ("the Union") modifying their Collective Bargaining Agreement expiring December 31, 2027 ("CBA") as currently written, for the reasons stated below.

Intent: The parties jointly agree that hiring and retention of Police Officers is a challenge that continues unabated as a statewide crisis in maintaining staffing needs. After being queried by the Police Patrol Union for a potential remedy, the City conducted a review of the current CBA, hiring and employment retention trends in comparable area police departments, and now presents a modification of the terms and conditions of employment intended to increase the pool of candidates applying for employment as City Police Officers as long-term employees. If accepted by the Union, the following changes shall take effect beginning April 5, 2025.

B. AGREEMENT

It is hereby agreed that the current charts in the CBA at Appendix A, Section 21, titled "Wages" 'Patrol Officers (hourly rates)' shall be replaced with the following:

Section 21. Wages

- 2025 (current): Start/\$27.77 per hour, 1 Year/\$30.91 hour, 2 Years/\$34.05 hour, 3 Years/\$37.58 hour, 4 Years/\$41.14 hour, 5 Years/\$41.56 hour
- April 5, 2025: Start/\$32.30 hour, 1 Year/\$35.58 hour, 2 Year/\$39.27 hour, 3 Year/\$43.43
- January 1, 2026: Start/\$33.27 hour, 1 Year/\$36.65 hour, 2 Year/\$40.45 hour, 3 Year/\$44.73
- January 1, 2027: Start/\$34.10 hour, 1 Year/\$37.57 hour, 2 Year/\$41.46 hour, 3 Year/\$45.85

Any employee not currently earning at the new start rate as of the implementation of these new wages on April 5, 2025 shall be automatically moved to the new start rate. All others shall increase upon their employment anniversary date to the new anniversary rate that provides them with the next highest pay rate, but under no circumstance shall any employee reach the top of scale until they have completed three years of full-time service. See attached salary schedule as Attachment 1 for those for which the above wage schedule

uniquely applies; as well as the attached salary schedule as Attachment 2 effective April 5, 2025 modifying the collective bargaining unit wage scale.

- And, the CBA at Section 10, titled "Staff Assignments" at (e.) "Transfer and Rotation of Personnel", sentence 3. shall be replaced with:

3. Officers must have at least 2 continuous years as a full-time Patrol Officer with the City of Auburn Hills, unless no one with two (2) years seniority applies, or 1 year as a full-time Patrol Officer with the City of Auburn Hills and two (2) or more continuous years of full-time experience as a sworn law enforcement officer at another MCOLES regulated law enforcement agency. The two years from another agency must be in full-time active status and shall not include any leave time of any kind whatsoever.

Except as recited above, this Memorandum of Understanding does not alter any other terms and conditions of the Collective Bargaining Agreement and shall have no precedential effect of any kind or description in any forum whatsoever as a comparison or otherwise. In the event a conflict in interpretation or effect between this MOU and the CBA arises, this MOU shall control.

It is agreed by the parties that these modifications are the result of a good faith compromise at arm's length without re-opening negotiations as a solution-based act by and between them in lieu of formal negotiations to attempt to cure a critical issue during the term of the Collective Bargaining Agreement between them.

The Union also understands and agrees that other Police Command and Detective CBAs shall be addressed for the same reasons and with the same intent, but on different terms and conditions for modification(s).

Agreeing to the foregoing as stated above we sign as authorized representatives.

City of Auburn Hills

Police Officers' Labor Council

By: Thomas A. Tanghe
Thomas A. Tanghe
Its: City Manager

By: Martin Mikolajczak
Martin Mikolajczak
Its: President

Dated: February 25, 2025

Dated: February 25, 2025

Attachment 2

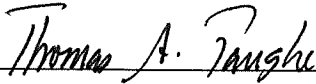
April 5, 2025 - 4.50%		
Start		32.30
1 year		35.58
2 years		39.27
3 years		43.43
4 years	-	39.94
5 years		40.35

January 1, 2026 - 3.00%		
Start		33.27
1 year		36.65
2 years		40.45
3 years		44.73
4 years	-	41.14
5 years		41.56

January 1, 2027 - 2.50%		
Start		34.10
1 year		37.57
2 years		41.46
3 years		45.85
4 years	-	42.37
5 years		42.81

ACKNOWLEDGED:

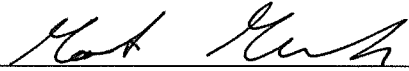
On behalf of the Employer
CITY OF AUBURN HILLS


Thomas A. Tanghe

Its: City Manager

Today's Date: 2/25/2025

On behalf of the Patrol Union
POLICE OFFICERS LABOR COUNCIL


Martin Mikolajczak

Its: President

Today's Date: 02/25/25