POLCCO Contract Negotiations
MCC Proposal
December 3, 2021

Contract Term: One Year, 1/1/2022 to 12/31/22

Economic:

- **Section 22.0 – Compensation**
  Effective 1/1/22 two percent (2%) increase.

Year	Sergeant	Lieutenant
2022	$69,105.82	$76,935.66

Non-Economic:

- **Section 9.0- Shift Selection and Normal Work Day**
  Shift and campus selection shall be done annually based on seniority. Selections shall be made in January and take effect with the leave day selection date closest to May 1st. An employee may be required to temporarily change his/her shift at the discretion of the Chief of Police or designee. The normal work day shall be eight consecutive hours. ~~Individual work schedules, including the starting and quitting time, will be established by the Chief or designee. An employee may be required to change his/her shift at the discretion of the Chief.~~ Employees may exchange shifts by mutual agreement and with ~~administrative~~ approval of the Chief of Police or designee.

- **Section 9.1- Normal Work Week for Lieutenants**
  The normal work week shall consist of forty hours performed during the scheduled work days of Monday through Sunday. ~~a period beginning at 12:01 a.m. on Sunday and ending 168 hours thereafter~~.

- **Section 9.2- Regular Work Week for Sergeants**
  ~~The regular work week will consist of forty (40) hours. Each Sergeant will coordinate with their corresponding shift Sergeant to ensure supervisory coverage for the College.~~ The normal work period for sergeants shall consist of twenty-eight days, twenty days of which shall be designated as duty days and eight days of which shall be designated as leave days based upon rotational schedule. An employee may be required to change his/her shift at the discretion of the Chief.

- **Section 10.1- Overtime Pay for Lieutenants**
  Overtime compensation shall be paid to Lieutenants at time and one-half for hours over 8 in one day or 40 hours in one week. ~~Double time will be paid for hours over 48.~~

  Time paid shall be considered as time worked for the computation of overtime.

- **Section 10.2 - Overtime Pay for Sergeants**
  Overtime compensation shall be paid to Sergeants at time and one-half for all hours worked in excess of 8 hours in a regular work-day. ~~or 40 hours in one week. Double time will be paid for hours over 48.~~

  If a holiday listed in Section 14.0 falls on a Sergeant's regularly scheduled work-day, time and one half shall be paid for all hours worked. If a holiday listed in Section 14.0 falls on a regularly scheduled leave day, eight hours of straight-time pay shall be given to the Sergeant in lieu of additional time off. A Sergeant who is called to work on a holiday which falls on a regularly scheduled leave day shall receive time and one half for all hours worked.

- **Section 10.3 -Pyramiding of Overtime**
  There shall be no pyramiding of overtime. Overtime is paid on base salary only. ~~However, an employee who works eight hours on the midnight shift or afternoon shift and works another full midnight or afternoon shift in any one day shall receive shift premium pay for both shifts worked calculated on the straight-time rate.~~

- **Section 10.4- Compensatory Time**
  Compensatory time will be equal to one-and-one-half hours for every one hour of overtime worked.
  Compensatory time worked must be recorded ~~on the employee time card~~ in the timekeeping system
  If compensatory time is not taken, the employee shall notate ~~a time card to~~ in the timekeeping system to receive overtime pay.
  Compensatory time shall be used only upon the agreement of both management and the employee.
  Compensatory time will not exceed 40 hours in a contract year. The employee as well as the employer shall monitor compensatory time banks. Upon written request from the employee to the Chief of College Police a 60-day grace period shall be granted to utilize compensatory time over the allotted 40 hours prior to payment.
  Compensatory time must be taken by the end of the contract year in which it is earned. If the compensatory time is not taken by the end of the contract year in which it is earned, the employee shall receive overtime pay.
  The employee may request in writing overtime pay for all or part of accumulated compensatory time at any time during the contract year.
  Compensatory time earned for working Easter Sunday as stated in Section 14.1 will remain separate and must be used as indicated in that section.

- **Section 14.0 – Paid Holidays-** No changes
- **Section 19.2- Filling of Vacancies**- No changes
- **Contract Language Clean Up:** Change Director of Personnel Services to Human Resources Administration; Change "Director" to "Chief of Police"

The term of the Contract shall be January 1, 2022 through December 31, 2022. All terms of the Contract in place from January 1, 2019 through December 31, 2021 will continue through December 31, 2021 except as provided by this Tentative Agreement.

MACOMB COMMUNITY COLLEGE COUNCIL

Elizabeth Argiri, VP for Human Resources

William Leavens, Chief of College Police

POLICE OFFICERS LABOR

Anthony Greene, President

Scott Sheets, Negotiating Team

Jim Stachowski, POLCCO Labor Rep.