

**Memorandum of Understanding By and Between
the Police Officer Association of Michigan, Lansing Community
College Police Officers' Association (POAM-LCCPOA)
and
Lansing Community College
June 21, 2022**

As a result of their 2022 Salary Reopener negotiations, the parties have agreed to modify the provisions of Article VII (Compensation) of their 2021-2024 Collective Bargaining Agreement.

Following are the revised provisions:

ARTICLE VII COMPENSATION

A. Salary Adjustments

Effective upon ratification and Board approval and continuing through June 30, 2024, the salary schedule for each year shall be:

Salary

	2021-2022	2022-2023	2023-2024
Step 1	\$ 47,590	\$ 49,275	\$ 50,752
Step 2	\$ 50,319	\$ 52,083	\$ 53,643
Step 3	\$ 53,047	\$ 54,912	\$ 56,555
Step 4	\$ 55,776	\$ 57,741	\$ 59,467
Step 5	\$ 58,503	\$ 60,570	\$ 62,379
Step 6	\$ 61,232	\$ 63,378	\$ 65,291
Step 7	\$ 63,960	\$ 66,206	\$ 68,203

Hourly

	2022-2023	2023-2024
Step 1	\$ 23.69	\$ 24.40
Step 2	\$ 25.04	\$ 25.79
Step 3	\$ 26.40	\$ 27.19
Step 4	\$ 27.76	\$ 28.59
Step 5	\$ 29.12	\$ 29.99
Step 6	\$ 30.47	\$ 31.39
Step 7	\$ 31.83	\$ 32.79

Beginning upon ratification and Board approval, each eligible employee will advance one step on the schedule upon completion of each additional year of active work in their step (e.g., an eligible employee on Step 2 since any date before July 1, 2020, will advance one step at the next full payroll period following 2021 ratification and Board approval; an eligible employee on Step 2 since November 15, 2020, will advance one step at the next full payroll period following November 15, 2021, etc.). An employee is not eligible to advance if the employee has had an unsatisfactory performance evaluation within the preceding six months, in which case the effective date of advancement will be delayed until six months after the unsatisfactory evaluation. An employee is not eligible to advance while on leave of absence or layoff, in which case the effective date of advancement will be delayed by the length of the leave of absence or layoff. Pay rate changes will be effective at the beginning of the first full payroll period starting on or after the date the employee advances from one step to another.

Either party may reopen negotiations with respect to wages only, by delivering written notice of reopening to the other party during the month of April 2022 or April 2023.

If the contract expires and no successor agreement has been negotiated, employees shall not further advance on the steps until a successor agreement has been reached-.

All employees hired prior to ratification and Board approval of this agreement will be paid a one-time lump sum equal to 1.0% of the calendar year 2021 earnings in bargaining unit positions to be paid as soon as practicable upon ratification and Board approval. This amount will not be added to the base salary for employees.

B. Officer Training Compensation

Each officer assigned training duties with new recruits (FTO) will be compensated at the rate of one- and one-half hours of the officer's straight hourly rate for each day a recruit is assigned to them. Officers may elect to receive this payment as additional pay or additional compensatory time.

FOR THE BOARD OF TRUSTEES

 6/21/2022
Chair Date

 6-21-2022
Secretary Date

FOR THE ASSOCIATION

President Date

POAM BA Date