

Memorandum of Understanding
Between the
Board of Trustees of
Grand Rapids Community College
And
Campus Police – Police Officers Labor Council

June, 2024

This Memorandum of Understanding (“MOU”) is made by and between the Board of Trustees of Grand Rapids Community College (“Board”) and the Grand Rapids Community College Campus Police – Police Officers Labor Council (“POLC”) (collectively, the “Parties”). This MOU memorializes an agreement between the Board and POLC relating to the wage reopener provision for the 2024-2025 fiscal/contract year contained within the Parties’ collective bargaining agreement (“contract”).

The Parties’ contract does not currently provide for any increase to wage schedules for the 2024-2025 fiscal/contract year, but rather provides for “[s]tep movement based on performance,” with a “[f]ive hundred dollar (\$500) off schedule one-time stipend paid on the first full pay period of the fiscal year.” (Art. 18 § 1). The Parties’ contract also provides that, “[f]or 2024-2025 either party may request to reopen wages only for negotiations.” *Id.*

Pursuant to the aforementioned contract provision, the Board and POLC, have engaged in negotiations regarding wages for the 2024-2025 fiscal/contract year.

This MOU memorializes the following agreement between the Board and POLC:

1. The wage schedules provided in Article 18, Section 1, within the Parties’ contract shall be replaced with the following wage schedules (reflecting a two point six percent (2.6%) increase on all wage schedules for the 2024-2025 fiscal/contract year):

Campus Police Officers (Hired as of 11/16/17)					
Contract Year	Step 1	Step 2	Step 3	Step 4	Step 5
2022-2023 Rate (+3%)	\$24.90	\$26.28	\$27.74	\$29.25	\$30.84
2023-2024 Rate (+3%)	\$25.65	\$27.07	\$28.57	\$30.13	\$31.77
2024-2025 Rate (+2.6%)	\$26.32	\$27.77	\$29.31	\$30.91	\$32.60

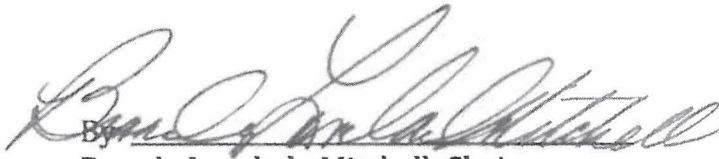
Campus Police Officers (Hired after 11/16/17)							
Contract Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
2022-2023 Rate (+3%)	\$24.90	\$25.89	\$26.87	\$27.86	\$28.85	\$29.84	\$30.84
2023-2024 Rate (+3%)	\$25.65	\$26.67	\$27.68	\$28.70	\$29.72	\$30.74	\$31.77
2024-2025 Rate (+2.6%)	\$26.32	\$27.36	\$28.40	\$29.45	\$30.49	\$31.54	\$32.60

Dispatchers										
Contract Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2022-2023 Rate (+3%)	\$19.15	\$19.78	\$20.44	\$21.06	\$21.70	\$22.37	\$22.99	\$23.64	\$24.30	\$24.94
2023-2024 Rate (+3%)	\$19.72	\$20.37	\$21.05	\$21.69	\$22.35	\$23.04	\$23.68	\$24.35	\$25.03	\$25.69
2024-2025 Rate (+2.6%)	\$20.23	\$20.90	\$21.60	\$22.25	\$22.93	\$23.64	\$24.30	\$24.98	\$25.68	\$26.36

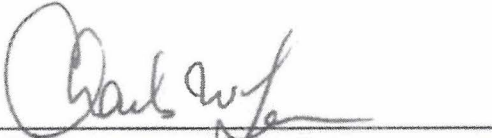
2. Step movement based on performance for the 2024-2025 fiscal/contract year shall be available to all eligible POLC employees.
3. All top-step POLC employees shall receive a Three Hundred and Fifty Dollar (\$350.00) off-schedule stipend, to be paid in the first pay period entirely attributable to the 2024-2025 fiscal/contract year.

THE BOARD OF TRUSTEES
GRAND RAPIDS COMMUNITY COLLEGE

GRCC POLICE –
POLICE OFFICERS LABOR COUNCIL

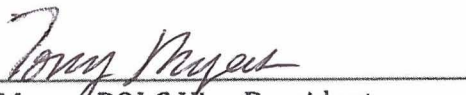
By: 
Brandy Lovelady Mitchell, Chairperson

By: David Thomas
David Thomas, Labor Representative

By: 
Dr. Charles Lepper, Ph.D., President

By: 
Michael Dekam, POLC President

By: 
Brett Meyer, Chief Negotiator

By: 
Tony Myers, POLC Vice President