

Letter of Understanding between
The Western Michigan University Police Officers Association (POA)
And
Western Michigan University

In order to have competitive wage rates to attract and retain qualified public safety officers and detectives to provide for a safe and secure campus environment, it is acknowledged and agreed that wage rates within the POA bargaining unit should be increased to reflect current market rates. Therefore, the parties agree to the following wage rate changes to the 2022-2027 Collective Bargaining Agreement:

1. Effective Pay Period BW2524 (11/10/25 – 11/23/25; paycheck date 12/2/25) the Pay Schedule set forth in Appendix A, Section 1 for July 2025 shall be changed to the following wage rates:

Start	Year 1	Year 2	Year 3	Year 4	Year 5
\$29.55	\$31.53	\$33.67	\$35.97	\$38.40	\$41.01

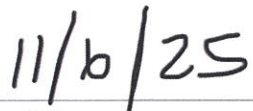
2. Effective Pay Period BW2524 (11/10/25 – 11/23/25; paycheck date 12/2/25) the Pay Schedule set forth in Appendix A, Section 1 for July 2026 shall be changed to the following wage rates to reflect previously negotiated pay increases for FY26-27:

Start	Year 1	Year 2	Year 3	Year 4	Year 5
\$30.14	\$32.16	\$34.34	\$36.69	\$39.17	\$41.83

3. This Agreement shall become effective Pay Period BW2524, which is the first full pay period after ratification by the parties.
4. This Agreement does not change any other terms in the 2022-2027 Collective Bargaining Agreement.
5. This Agreement shall not constitute a past practice or precedent in any future cases and shall not be cited as such by either party.

POA:


Michael Lininger, President


Date

WMU:


Kurt Graham, Director of Labor Relations


Date