

TENTATIVE AGREEMENT

DEPARTMENT HEADS & DEPUTY DEPARTMENT HEADS ASS'N CITY OF ROYAL OAK MARCH 13, 2017

1. Duration:

3 Years

July 1, 2016 – June 30, 2019

2. Wages:

July 1, 2016 2.5% increase (Members will receive a lump sum payment equal to the amount that the individual would have received back to this date.)
 July 1, 2017 2.5% increase
 July 1, 2018 2.5% increase

3. Electronic NOD is allowed and at the discretion of the City.

4. Health or Retirement Savings Account or HCSP:

The City will contribute 3% of the employee's gross base wages, with five-year vesting for City contributions. The Employee will contribute 1% of the employee's base wages. The employees may contribute additional amounts above 1% if they so desire, provided such additional contributions are permitted by the provider, but the City will not match such extra contributions.

5. Sick leave payout:

	Current Language		Suggested
	Old Tier Employees	New Tier Employees	New Tier Employees
Hours accrued/year	96	72	72
Hours Req	360	360	270
Hours to Prior Sick	48	48	36
Maximum Payout	48	24	36

Numbers above assume no sick leave was used and maximum accrual was reached at end of FY

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6. The City will close on New Year's Eve Day and members of the bargaining unit may use vacation, comp or PB bank to be paid for the day. There is no longer an option to work.
7. Defined contribution plan: – Modify to read: “The contribution rate will be 9% for the employers and 5% for the employees. Vesting will be 5 years under this plan.” The changes in this paragraph and paragraph 4 above will be implemented when practical with the carriers.
8. The parties will continue to discuss dental and orthodontic and the retirement definition under the second tier.
9. City agrees for members to be paid once a year for up to 3 unused vacation days. Those payments will not be included in FAC and are not part of the base wages.
10. **Vacations:**


Members who were hired in the post-2007 hire tier may receive credit for vacation purposes only for prior governmental or private sector service in the same or equivalent position. The City's decision on granting this credit will be final. No more than 5 years of service will be granted under this provision.
11. **Orthodontic Coverage**

The orthodontic coverage will be increased to a \$2,500 lifetime maximum for members not presently receiving this benefit.

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CITY OF ROYAL OAK
MARCH 13, 2017


CITY OF ROYAL OAK



Mary Jo DiPaolo

DEPARTMENT HEAD AND
DEPUTY DEPARTMENT HEAD
ASSOCIATION

 3/24/17

 3/24/17
