

City of Royal Oak

And

Royal Oak Police Officers Association

TENTATIVE AGREEMENT

February 2, 2017

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and
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1. Duration:

3 years: July 1, 2016 – June 30, 2019

2. Wages:

- A. July 1, 2016 2.5%
July 1, 2017 2.5%
July 1, 2018 2.5%

- B. For employees on the payroll at the time of ratification by both parties, reduce time to top pay from 5 years to 3 years by eliminating the early step—See the attached Schedules.

Eliminate the 2 year prior service credit for starting salary
Officers hired after February, 2017 shall receive step increases annually,
current employees will continue to receive biannual step increases

- C. PMEOs .50/hour each year.

3. Duty Disability:

Members of the department hired on or after July 1, 2009, who meet the eligibility requirements for a duty related disability pension, and have been granted such pension by the City of Royal Oak Retirement Board, will be eligible for retiree health insurance so long as they continue to receive a duty disability pension from the City of Royal Oak subject to the following conditions:

1. It will cover the duty disability retiree and their spouse and dependents at the time they were determined to be eligible for duty disability retirement only;
2. During the period when they are eligible, the member and eligible dependent(s) will be provided the same health insurance and prescription drug coverage provided to active employees as may change due to mirroring;
3. A member will not be eligible to receive benefits under this provision if they or their spouse are eligible to receive health insurance benefits under any other health insurance plan;

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This benefit will cease upon the occurrence of any of the below events:

- a. Termination of the employee's duty disability retirement and pension.
- b. Eligibility to participate in a federal or state health care program that provides similar insurance to that of the active workforce.
- c. Attainment of regular retirement age, but under no circumstances will this benefit continue past age sixty-five (65). Provided, however, for anyone hired after July 1, 2009, who has a retiree healthcare savings plan account, the retiree must first utilize and exhaust those accounts to pay for premiums for these benefits.

4. Add section for FMLA language (under sick leave):

Family Medical Leave Act (FMLA):

Eligible unit employees will be accorded family and medical leave in accordance with the provisions of the Family Medical Leave Act of 1993, as amended. Employees will be required to use sick leave and/or any of their other accrued paid contractual leave time, at the employee's option, during an FMLA leave. In no event, however, will an employee be required to reduce his/her vacation bank to less than forty (40) hours. FMLA supersedes section 30.9.

5. Electronic notice of deposit is allowed at the discretion of the City.
6. For those members hired after July 1, 2009 a \$1,000 weapon proficiency allowance will be provided, *if the member successfully demonstrates proficiency in all assigned weapons systems*. Annual payment to be made by the second pay in January of the following year for those members who have at least one year of actual service as of July 1 of the previous calendar year. Payments under this provision are not includable in final average compensation, are not prorated and require that the member be an employee of the department on the date of payment.

Payments for January 2017, for the eligible employees shall be processed upon ratification and city commission approval of the contract. Payments will only be made to members who are still employees of the department on the date of payment.

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7. Discipline/Internal Investigation:

Articles 47 and 48: (Please see attached.)

8. Effective upon ratification, the vesting for healthcare savings plans shall be changed from seven (7) years to five (5) years.

9. 37A Tuition Reimbursement – As is except modify to maximum reimbursement of \$250.00 per credit hour. In all other respects, this section remains as is.

10. Vacation Sellback – 24 hours

Employees to be paid once per year for up to 24 hours unused vacation time per year which is not includable in final average compensation. Employees are to be paid once by the second pay in August for up to 24 hours unused vacation time from the prior fiscal year.

CITY OF ROYAL OAK

BY: _____ DATE _____

BY: _____ DATE _____

BY: _____ DATE _____

BY: _____ DATE _____

BY: _____ DATE _____

ROYAL OAK POLICE OFFICERS
ASSOCIATION

BY: _____ DATE 2/14/17

BY: _____ DATE 2/15/17

BY: _____ DATE 2/15/17

BY: _____ DATE _____

BY: _____ DATE _____