

CITY OF ROYAL OAK

AND

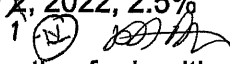
SERVICE EMPLOYEES' INTERNATIONAL UNION

TENTATIVE AGREEMENT

July 21, 2021

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AND
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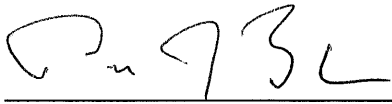
1. Duration: July 1, 2021, to June 30, 2023
2. Article 34, Wages: July 1, 2021, 2.5%
July ~~X~~, 2022, 2.5%
 8/17/21
3. The City will add an employee option for healthcare. A Blue Care network option which will be available to members of the bargaining unit at their sole discretion as an option. To offer this benefit, the City needs 50 City employees to select this option. At open enrollment, members may select either of the two options at their discretion. Please see attached. This option will be provided at the next open enrollment.

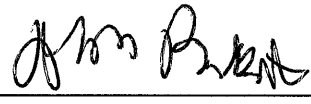
This option will not extend into retirement for those members who are still eligible for retiree healthcare.
4. The City is improving the vision coverage to provide instead of bi-annual glasses/contact lenses and exams, they may be purchased annually. See attached. Effective next open enrollment
5. Annuity Withdrawal: The PBGC rate is no longer available. The parties agree to continue to discuss this issue and resolve it by August 31, 2021.
6. Article 39A, Disability—Non-Duty. Please see the attached disability program which would extend to Social Security age if eligible. It has a 30-day waiting period for STD. LTD kicks in after 180 days. The City still would retain the right to select carriers or self-insure. This plan is through Prudential at this time.
7. Article 31, Vacation Leave. Effective July 1, 2022, members of this bargaining unit will receive the vacation benefits of the First Tier only. Accruals for the receipt of these benefits will begin effective July 1, 2021 but will not be received until the fiscal year beginning July 1, 2022.


8. Healthcare: The City will continue to opt out of PA 152 with maintenance of the existing healthcare option of CB3 with the supplemental BCN option noted above. Maintain 90/10.
9. Article 42, Uniforms. The City agrees to the Union's proposal to reimburse up to \$250 for approved safety shoes.
10. The City will provide a one-time adjustment due to Covid where all members of the bargaining unit as of June 30, 2021 will receive a one-time \$1,500 payment which will not be included in final average compensation (FAC).
11. Tier 2 Employees: Retirement definition same as Tier 1 for eligibility for leave bank payouts at retirement. All members of the bargaining unit whether Tier 1 or Tier 2 must meet the same age and service requirements to receive this benefit.
12. Should the City provide an across-the-board wage increase higher than the percentages contained in this Tentative Agreement to either TPOAM or ProTech, members of this bargaining unit will receive the same across-the-board wage increase.
13. All other provisions remain status quo.

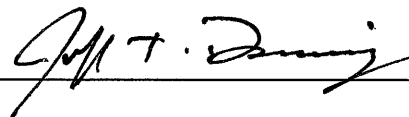
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