

CITY OF ROYAL OAK
AND
FOREMEN AND SUPERVISOR'S ASSOCIATION
TENTATIVE AGREEMENT

April 13, 2017

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TENTATIVE AGREEMENT**

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1. **Duration:**

3 Years July 1, 2016 – June 30, 2019

2. **Wages:**

July 1, 2016 2.5% increase (lump sum)

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	New Tier	New Tier
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

6. 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.
7. 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.
8. DELETE 41.2D – Permanent Layoff and Healthcare
9. DELETE 41.6(b)ix
10. Section 43.1(a) – Longevity Pay: DELETE “All members shall be made whole . . .”
11. Article 46 – UNIFORMS

Section 1 – All employees will receive an annual voucher of \$300 for uniform allowance.

Section 2 – All employee will be reimbursed up to \$200 for approved safety shoes.

12. Orthodontic Coverage

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

CITY OF ROYAL OAK

[Signature] 4/20/17
BY: DATE

BY: DATE

BY: DATE

BY: DATE

FOREMEN & SUPERVISORS
ASSOCIATION

[Signature] 4-20-17
BY: DATE

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BY: DATE

Mark Moray 4-20-17
BY: DATE

[Signature] 04/20/17
BY: DATE