

**CITY OF ROYAL OAK
AND
TECHNICAL, PROFESSIONAL, OFFICEWORKERS,
ASSOCIATION OF MICHIGAN
(TPOAM)**

TENTATIVE AGREEMENT

July 19, 2016

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1. Duration:

3 Years

July 1, 2016 – June 30, 2019

2. Wages:

July 1, 2016	2.5% increase
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 modify 36.2(B):

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: Modifications as follows.

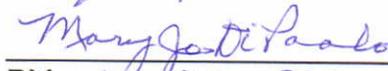
	Current Language		Suggested
	Old Tier	New Tier	New Tier
Hours accrued/year	96	72	72
Hours Req	360	360	270
Hours to Prior Sick	48	48	36
Maximum Payout	48	24	36

Numbers above assume no sick leave was used and maximum accrual was reached at end of FY. Language to be modified accordingly.

6. 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.
7. Section 41.A (12) and (13) – 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. Modify Holiday Article – 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. They may also request an unpaid day for the day. There is no longer an option to work that day.
9. Incorporate 3/2016 letter of agreement regarding cashier 3 position.
10. Classifications:
 - A. Eliminate clerk/steno positions but the last employee in the position will be red circled.
11. Change: Section 32.5 refers to 6 months of service and probationary period. This should be changed to one year of service and probationary period. [Clean up probationary period – is one year]
12. The parties will continue to discuss the Union’s pension clarification issues.

CITY OF ROYAL OAK

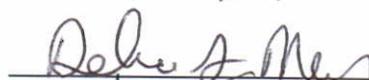
 7/21/16
 BY: City Manager DATE


 BY: HR DIRECTOR DATE

 BY: DATE

TPOAM

 07-20-2016
 BY: Business Agent DATE

 7-20-16
 BY: President DATE

 7-20-16
 BY: DATE