

**CITY OF ROYAL OAK  
AND  
FOREMEN AND SUPERVISORS' ASSOCIATION**

**TENTATIVE AGREEMENT**

**June 26, 2014**

**1. Duration:**

July 1, 2013 – June 30, 2016

**2. Wages:**

July 1, 2013	0%
July 1, 2014	1.5%
July 1, 2015	2.5%

**3. Holidays:**

- A. Reinststate all six unpaid holidays (Fourth of July, Labor Day, Thanksgiving Day, New Year's Day, Good Friday and Memorial Day). All members shall be made whole for unpaid holidays in the 2013-14 fiscal year.
- B. Starting with the 2015-16 fiscal year, Martin Luther King, Jr. Day will be a paid holiday and Personal Business Days will be reduced by one. The parties agree to re-open negotiations on this issue prior to January 18, 2016 if SEIU Local 517M does not have the same holiday schedule as the Association.

**4. Health Insurance:**

Employees will continue to receive Community Blue Option 3 PPO or equivalent with a Blue Preferred Rx triple tier drug prescription plan with co-pays of \$10/\$40/\$80 for prescription drugs, a \$30 office visit, \$30 chiropractic visit, and \$250 emergency room visit (waived if admitted or for an accidental injury). The prescription drug plan includes a Mandatory/Preferred Generics Program and/or a Mandatory Step Therapy Program. Employees have the option of either using a 90-day in-network retail pharmacy or the MOPD (mail order prescription drug) program at a cost of two times the co-pay. Active employees shall contribute through payroll deduction twenty percent (20%) of the cost of healthcare premiums. The City will pay the cost of the remaining premium. The payment will be deducted evenly from the first two pays of every month. Premiums will be adjusted at open enrollment in the spring of each year. Employees may elect to have this deduction made pre-tax. This healthcare option shall continue into retirement. There will be no premium sharing in retirement. A summary of benefits for Community Blue 3 is attached.

**5. Dental Insurance:**

Increase dental to \$1,200 for active employees effective July 1, 2014.

**6. Longevity and Step-Increases:**

All members shall be made whole for any longevity and step-increases earned since July 1, 2013.

**7. Uniforms:**

Increase clothing allowance to \$280 effective July 1, 2014. Increase steel-toed shoe allowance to \$120 effective July 1, 2014.

**8. Pensions:**

- A. Eliminate all contractual and ordinance ability to purchase service credit for pensions.
- B. The maximum pension at the time of retirement will be increased from 75% to 80% of Final Average Compensation (FAC), with the annual multiplier reduced to 1% for up to five (5) years of additional service once an employee is eligible for a pension that is equal to 75% of his/her FAC.

**9. Healthcare:**

Language for Health Care Reform:

- A. The City will comply with all provisions of the Patient Protection and Affordable Care Act [Public Law 111-148 of the 111<sup>th</sup> Congress, 42 U.S.C. 18001]. As such, Health Insurance Plans may be subject to change in order to remain in compliance with same and avoid penalties.
- B. The City or the Union may reopen the Collective Bargaining Agreement to address Patient Protection and Affordable Care Act issues only.

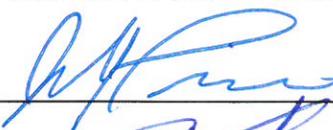
**10. Uniforms:**

Section 46.2 – members opting to receive uniforms shall have the option of long- or short-sleeve white shirts.

CITY OF ROYAL OAK

  
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Mary Jo DiPaolo 7/1/14

FOREMEN & SUPERVISORS' ASSOCIATION

  
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