

CITY OF ROYAL OAK

AND

ROYAL OAK FIRE FIGHTERS, LOCAL 431

TENTATIVE AGREEMENT

July 1, 2015 through June 30, 2017

November 3, 2015

**CITY OF ROYAL OAK
AND
ROYAL OAK FIRE FIGHTERS, LOCAL 431**

TENTATIVE AGREEMENT

July 1, 2015 through June 30, 2017

November 3, 2015

- 1. Duration:** 2 years
July 1, 2015 through June 30, 2017
- 2. Wages:** July 1, 2015 - 2.5%
July 1, 2016 - 2.5%
- 3. Vacation:** 3 members off per day instead of 4
4 members off per day on contractual holidays
Eliminate summer and winter picking provisions
Employees to be paid once a year for up to 3 unused vacation days per year which is not includable in FAC.
- 4. Chief:** Any member of the bargaining unit who holds the rank of Sergeant or above shall be eligible to apply for the position of fire chief. The city manager shall have the ability to appoint the fire chief from any of those candidates.
- 5. Payroll Notification:** Allow electronic notification of direct deposit.
- 6. Staffing:** The parties shall execute a LOA extending all aspects of staffing until June 30, 2018.
- 7. Section 47.0 – Affordable Care Act:**

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 111th 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 the Patient Protection and Affordable Care Act issues only.

8. Captains shall not be program paramedics. Captains who maintain their ALS license shall receive a yearly annual stipend of \$1,200 which is not includable in FAC. For pension purposes, a member who is a program paramedic at the time of promotion to the rank of Captain, shall have his/her ALS premium vested for pension purposes at their previous rank.

CITY OF ROYAL OAK

[Signature] 11/5/15
BY: DATE

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BY: DATE

BY: DATE

ROYAL OAK FIRE FIGHTERS, LOCAL 431

[Signature] VP 11-5-15
BY: DATE

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BY: DATE

BY: DATE

