

**CITY OF ROYAL OAK  
AND  
POLICE OFFICERS LABOR COUNCIL, REPRESENTING  
ROYAL OAK POLICE COMMAND OFFICERS ASSOCIATION**

**TENTATIVE AGREEMENT**

**July 1, 2016 through June 30, 2019**

**April 5, 2016**

**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. Add section for FMLA language (under sick leave)  
Family Medical Leave Act (FMLA)**

Eligible unit employees will be accorded family and medical leave in accordance with the provisions of the Family Medical leave Act of 1993, as amended. Employees will be required to use sick and vacation banks during an FMLA leave. In no event, however, will an employee be required to reduce his/her vacation bank to less than forty (40) hours. FMLA supersedes section 29.9.

**4. Section 36(d)(g) – Add the following:**

“The parties acknowledge that retiree healthcare was eliminated for all new hires in the City of Royal Oak Police Department effective July 1, 2009.”

**5. Electronic NOD is allowed and at the discretion of the City.**

**6. Employees to be paid once per year for up to 3 unused vacation days per year which is not includable in FAC (sec. 31.23). Employees to be paid once by the second pay in August for up to 3 unused vacation days from the prior fiscal year.**

- 7. Police officers and detectives promoted into this unit will retain the same Pension, Retiree Health Care and Longevity Benefits they had prior to being promoted.
- 8. Letter of agreement date 12-3-13 shall be continued until the expiration of the contract.

CITY OF ROYAL OAK

[Signature] 4/7/16  
BY: \_\_\_\_\_ DATE

Mary Jo DiPaola 4/7/16  
BY: \_\_\_\_\_ DATE

\_\_\_\_\_  
BY: \_\_\_\_\_ DATE

POLICE OFFICERS LABOR COUNCIL  
- COMMAND UNIT

\_\_\_\_\_  
BY: \_\_\_\_\_ DATE

[Signature] 4/7/16  
BY: \_\_\_\_\_ DATE PRESIDENT  
[Signature] 4/7/16 RECCA  
BY: \_\_\_\_\_ DATE  
Polc.