

**CITY OF ROYAL OAK
AND
POLICE OFFICERS LABOR COUNCIL, REPRESENTING
ROYAL OAK POLICE DECTECTIVES 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, vacation 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 30.9

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 promoted into this unit will retain the same Pension, Retiree Health Care and Longevity Benefits they had prior to being promoted.
8. Effective July 1, 2016, 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 a detective is eligible for a pension that is equal to 75% of his/her FAC.

CITY OF ROYAL OAK

David E. [Signature] 4/8/16
BY: DATE

Mary Jo DiPaolo 4/8/16
BY: DATE

BY: DATE

POLICE OFFICERS LABOR COUNCIL
- DETECTIVES

Chet Kulcsya 4-7-16
BY: DATE

Donald G. [Signature] 07 APR 16
BY: DATE

[Signature] 4-7-16
BY: DATE