

**CITY OF ROYAL OAK  
AND**

**Department Head/Deputy  
Department Head Association**

**TENTATIVE AGREEMENT  
March 21, 2019**

**CITY OF ROYAL OAK  
AND  
DEPARTMENT HEAD/DEPUTY  
DEPARTMENT HEAD ASSOCIATION**

**TENTATIVE AGREEMENT  
March 21, 2019**

**1. Duration:**

One Year

July 1, 2019 – June 30, 2020

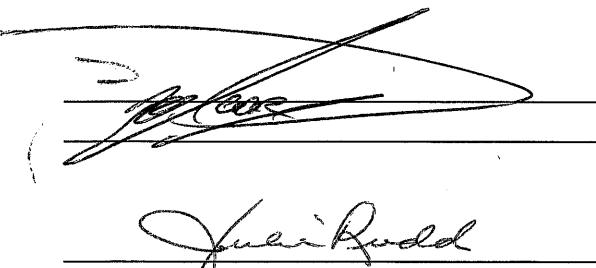
**2. Wages:**

A 2.5% across-the-board wage increase.

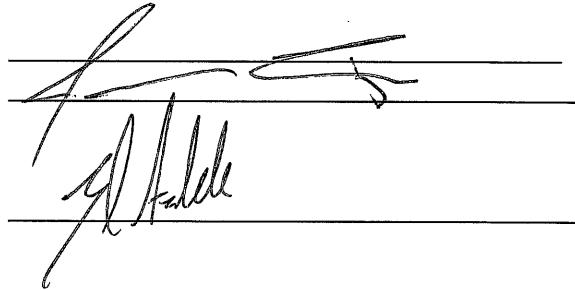
3. The City will reduce the employee contributions for premium sharing for healthcare including prescription drugs from 20% to 10%. This calculation will continue to be based on the illustrative rates. The City will opt out of PA 152 to allow the 10%. This provision will take effect for the plan year beginning April 2019.
4. The 10% premium sharing and PA 152 opt-out provisions in #3 above will continue for the succeeding contract and will not be subject to change or negotiations by either party, however, the moratorium on these issues will be through June 30, 2022.
5. New Year's Eve will be reinstated as a paid holiday.
6. At the city manager's discretion, city funds may be used for de minimis expenses on employee appreciation.
7. All other contract provisions will be carried forward.
8. This Tentative Agreement is contingent upon ratification by both parties.

**CITY OF ROYAL OAK**

**DEPARTMENT HEADS/DEPUTY  
DEPARTMENT HEADS ASSOCIATION**



Jim Riddle



Jim Falle