

**CITY OF ROYAL OAK**  
**AND**  
**ROYAL OAK POLICE OFFICERS ASSOCIATION**  
**TENTATIVE AGREEMENT**

**June 5, 2019**

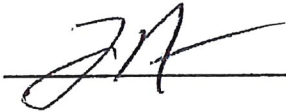
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TENTATIVE AGREEMENT**

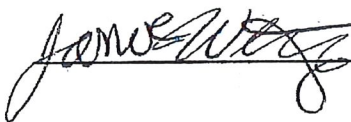
**June 5, 2019**

1. Duration – 2 years  
July 1, 2019 – June 30, 2021
  
2. Wages  
7/1/19 – 2.5%  
7/1/20 – 2.0%  
1/1/21 – 1.0%
  
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%. Retroactive to April.
  
4. Shift Premium increase for second tier only.
  - A. Effective July 1, 2020, increased afternoon shift from 3.5% to 4%.
  - B. Effective July 1, 2020, increase Shift Premium for midnight shift from 4.5% to 5%.
  
5. Increase weapons proficiency payout to \$1,500 for the second tier effective July 1, 2020.

6. Civilians may be used in place of a sworn officer on midnight shift on the midnight shift desk officer's leave days. In the event that no officer selects the desk officer position on midnight shift during the semi-annual shift pick, that position may be filled by civilians for the remainder of the shift pick.
  
7. LOAs/LOUs not specifically referenced will be null and void.

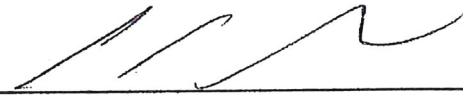
**ROYAL OAK POLICE OFFICERS  
ASSOCIATION**

  
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**CITY OF ROYAL OAK**

  
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