

**TENTATIVE AGREEMENT**

**DEPARTMENT HEAD AND  
DEPUTY DEPARTMENT HEAD ASSOCIATION  
AND  
THE CITY OF ROYAL OAK  
MAY 14, 2020**

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**1. Duration:**

One Year

July 1, 2020 – June 30, 2021

**2. Wages:**

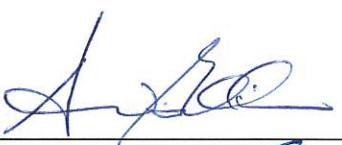
Effective July 1, 2020, a 2% across-the-board wage increase will be provided.

Effective January 1, 2021, a 1% across-the-board wage increase will be provided.

**3. The Tentative Agreement is contingent upon ratification by both parties.**

**4. All other provisions will be carried forward.**

**CITY OF ROYAL OAK**

  
6/8/20  
  
6/9/2020

**DEPARTMENT HEAD AND DEPUTY  
DEPARTMENT HEAD ASSOCIATION**

  
6/3/20