TENTATIVE AGREEMENT

CITY OF ROYAL OAK

AND

DEPARTMENT HEAD & DEPUTY DEPARTMENT HEADS ASSOCIATION

March 18, 2011

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The City and the Union have agreed to the following changes in compensation and other benefits in resolution of all issues between the parties involving the agreement between the parties which expires on June 30, 2011.

1. Effective upon ratification, all members of the bargaining unit will have a 2.5% salary reduction in lieu of the wage re-opener.

2. Effective upon ratification, all members of the bargaining unit will have their Employee Retirement Contribution increased by 4%.

3. The 10% health care premium co-pay contribution by all Department Heads and Deputy Department Heads Association Members set forth below will begin:

   Employees will pay ten percent (10%) of the premium per month for their healthcare choices. The City agrees to allow an open enrollment prior to the time that the 10% requirement takes place. The payment initially will be based on the June 2011 rates. The payment will be adjusted at open enrollment in Spring each year thereafter. A member may select to have this deduction made on a pre-tax basis.

4. The parties agree to six (6) unpaid holidays per fiscal year for all members of this bargaining unit: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, and the day after Thanksgiving.

5. That all members of this bargaining unit for the fiscal year July 1, 2010 through June 30, 2011 will have three (3) unpaid furlough weeks or, alternatively, a number of unpaid holidays off and unpaid furlough weeks which equals fifteen (15) unpaid days.

6. The city will honor all existing side letters as referenced in the 3/15/11 e-mail from Dave Gillam. Specifically, the 12/1/10 letter re: Retiree Health Insurance for Al Orr, the 9/16/09 letter re: Longevity Pay for ROPCOA members who promote into the DH/DDH group, the 8/4/09 letter re: Educational Benefits for ROPCOA members who promote into the DH/DDH group, the 4/17/07 letter re: renaming the position of Deputy Finance Director to Controller and the 8/11/08 letter re: Health Insurance at Retirement paragraph 1.

7. Negotiations on a new contract will begin no sooner than July 1, 2011. The terms of this agreement will continue until a new contract is ratified.

CITY OF ROYAL OAK	DEPARTMENT HEADS & DEPUTY DEPARTMENT HEADS ASS'N
3/31/11	3-31-11
BY: DATE	BY: DATE
3/31/11	3.31.11
BY: DATE	BY: DATE