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**CITY OF ROYAL OAK**

**AND**

**POLICE OFFICERS LABOR COUNCIL/  
ROYAL OAK DETECTIVES' ASSOCIATION**

**EMPLOYER'S PACKAGE PROPOSAL**

**July 1, 2007 through June 30, 2011**

**May 19, 2009**

The Employer reserves its right to add to, amend or delete its proposal during the course of negotiations.

**CITY OF ROYAL OAK  
AND  
POLICE OFFICERS LABOR COUNCIL/  
ROYAL OAK DETECTIVES' ASSOCIATION**

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1. **Duration:** 4 years.
  
2. The general wage scale for all bargaining unit members shall be increased, fully retroactive to the dates and in the amounts as follows:

July 1, 2007	2.5%
July 1, 2008	3.0%
July 1, 2009	2.5%
July 1, 2010	2.0%
  
3. When members are promoted into this bargaining unit, they will bring with them the retiree healthcare, longevity provisions and vacation they had in the lower bargaining unit unless those benefits are greater than those afforded to members of this bargaining unit.
  
4. **Health Insurance and Health Insurance at Retirement (mirror Glendon award):**

The medical insurance plans described in the Contract will be supplanted by these plans: The City shall provide and pay the full premium for Blue Cross Blue Shield Community Blue Plan 2 (or similar insurance thereto which may be secured at the option of the City provided that the benefits are at least identical to the benefits described herein) for

employees, spouse and eligible dependents; the prescription drug rider for all medical insurance plans in which employees may enroll under this agreement will be a formulary drug card with a \$10 co-pay requirement for generic prescription drugs and a \$20/30 co-pay for two tiers of name brand drugs, and will include a mail order option that is MOPD 2, with mandatory mail-in for maintenance drugs if available from the carrier; and the City is authorized to provide such medical insurance and prescription drug coverage through self-insurance or wrap-around plans, provided that the benefits thereby provided are identical to those provided under Community Blue Plan 2 and the prescription drug coverage specified herein.

These plans will also be provided at retirement consistent with the Glendon award.

**5. Retirement:**

Members of this bargaining unit shall contribute the following:

The Contribution to the pension system shall be three percent (3.0%) effective July 1, 2008, four percent (4.0%) effective July 1, 2009, and five percent (5.0%) effective July 1, 2010. The City Ordinance establishing a Revised Retirement System for Officers and Employees of the City of Royal Oak, as revised, shall be amended to reflect this provision.

**6. Parity on Sick Time with the Command Officers and Police Officers:**

In the event of retirement, any employee having a sick balance shall be paid for the sick leave balance at the time of retirement up to a maximum of six hundred (600) hours. Such pay shall be at the employee's base rate in effect at the time of his/her retirement. Employees who use no more than twelve (12) days during the last year of employment shall receive payment for up to forty (40) more hours, to a maximum of six hundred and forty (640) hours. This

additional payment will also be made to an employee who suffers a long-term injury or illness during the last twelve (12) months on the job. Long-term shall be defined as more than ten (10) consecutive working days documented by a doctor's note.

**7. Clothing and Cleaning Allowance Will Be Increased to \$1,000:**

Employees of the bargaining unit shall be entitled to a clothing cleaning allowance of one thousand (\$1,000) Dollars. Payment shall be made no later than July 15 of each year. The City of Royal Oak will reimburse a Detective up to a maximum of \$100.00 per year of the contract for damage to clothing which occurs in the course of their employment.



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Frank P Bonnette  
RODA President



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DAVID W. GILLAM  
CITY ATTORNEY

Commission Letter # 165-09  
Commission Meeting: 6/1/2009

RE: Tentative Agreement -- Royal Oak Detectives' Association

May 28, 2009

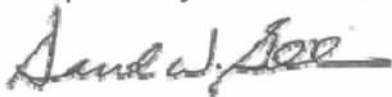
The Honorable Mayor  
and  
Members of City Commission

Subject to the approval of the City Commission, the City's bargaining team has reached a tentative agreement with the Police Officers Labor Council/Royal Oak Detectives' Association in regards to a collective bargaining agreement for the period of July 1, 2007 to June 30, 2011. We would recommend approval of the proposed agreement, which is consistent with the arbitrator's award in the recent Act 312 Arbitration with the Royal Oak Police Officer's Association.

If the City Commission agrees, the following resolution would be appropriate:

BE IT RESOLVED, that the City Commission hereby approves the tentative agreement with the Police Officers Labor Council/Royal Oak Detectives' Association for the period of July 1, 2007 to June 30, 2011.

Respectfully submitted,



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David W. Gillam  
City Attorney

cc: Donald E. Johnson, Interim City Manager  
Melanie Halas, City Clerk  
Mary Jo DiPaolo, Human Resources Director  
Christopher Jahnke, Interim Chief of Police