

**CITY OF ROYAL OAK**

**AND**

**PROFESSIONAL & TECHNICAL EMPLOYEES  
ASSOCIATION**

**TENTATIVE AGREEMENT**

**JULY 1, 2010 THROUGH JUNE 30, 2011**

**Dated: July   , 2010**

**CITY OF ROYAL OAK  
AND  
PROFESSIONAL & TECHNICAL EMPLOYEES ASSOCIATION  
TENTATIVE AGREEMENT**

1. 1 year contract agreement with no salary increase 0% 2010-2011
2. Effective July 1, 2010 begin working (4) – 9 hour days:
  - (A) Language needs to be modified for members of the Bargaining Unit to reflect 36-hour work week – the payment of benefits under the contract will be based upon 36 hour weeks.
  - (B) The overtime provisions will be modified to reflect overtime will be paid if work more than 9 hours in any day.
3. Employee payment of 10% of healthcare based on current healthcare plans. The City will provide an Open Enrollment period prior to imposing the 10% contribution to employee healthcare.
4. Increase % contribution into pension fund:  
1.5% July 1, 2010  
additional 1.5% on January 1, 2011
5. The City will withdraw the two layoff notices, there will be no layoffs under this new agreement through June 30, 2011 for members of the bargaining unit as of June 30, 2010
6. All employees currently eligible to retire under the 2006-2010 contract to keep current contract benefits (insurance) in retirement if they retire under the new 2010-2011 agreement.
7. The City at its sole discretion has the ability to return to the former work schedule and related contractual provisions concerning five 8 hour days.
8. The City agrees to discuss with the Union the request for early retirement for three positions within the bargaining unit. The City agrees to order an actuarial report in order to evaluate this request.

CITY OF ROYAL OAK

*[Signature]* 7/1/10  
BY: DATE

*[Signature]* DATE  
BY: DATE

PROFESSIONAL &  
TECHNICAL EMPLOYEES ASS'N

*[Signature]* 7/1/10  
BY: DATE

*[Signature]* 7/1/10  
BY: DATE

**LETTER OF UNDERSTANDING**

The City of Royal Oak (hereinafter, "City") and the Professional and Technical Employees Association (hereinafter, "Union") have entered into this Letter of Understanding in implementing the Tentative Agreement between the parties.

1. Article 19.0 – The work schedule will be modified to authorize the four 9 hour days, which can either be Monday through Thursday or Tuesday through Friday.
2. Article 23 – Overtime pay will be for time worked outside normal work hours (outside the four 9 hour work days).
3. Article 39 – Vacation leave will be reduced by 10% to reflect the regular work week. Each member will receive 126 hours of holiday pay (10 holidays at 9 hours and 36 hours of personal business). A holiday schedule reflecting the 10 holidays will be provided by the City.

Should the City return to a 40 hour week, the unused vacation time only will be proportionately increased to the number of the hours the member would have received under the 40 hour provisions to the contract.

CITY OF ROYAL OAK

*A. J. [Signature]* 7/1/10  
BY: DATE

*Mary Jo DiPaola*  
BY: DATE

PROFESSIONAL &  
TECHNICAL EMPLOYEES ASS'N

*Jeffrey J. Mast* 7/1/10  
BY: DATE

*Stephen L. Cito* 7/1/10  
BY: DATE