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.

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[Signatures]