CITY OF ROYAL OAK
AND
POLICE OFFICERS LABOR COUNCIL, REPRESENTING
ROYAL OAK POLICE COMMAND OFFICERS ASSOCIATION

TENTATIVE AGREEMENT

July 1, 2016 through June 30, 2019

April 5, 2016

1. **Duration:**

   3 Years
   
   July 1, 2016 – June 30, 2019

2. **Wages:**

   July 1, 2016  2.5% increase
   July 1, 2017  2.5% increase
   July 1, 2018  2.5% increase

3. Add section for FMLA language (under sick leave)

   Family Medical Leave Act (FMLA)

   Eligible unit employees will be accorded family and medical leave in accordance with the provisions of the Family Medical Leave Act of 1993, as amended. Employees will be required to use sick and vacation banks during an FMLA leave. In no event, however, will an employee be required to reduce his/her vacation bank to less than forty (40) hours. FMLA supersedes section 29.9.

4. Section 36(d)(g) – Add the following:

   “The parties acknowledge that retiree healthcare was eliminated for all new hires in the City of Royal Oak Police Department effective July 1, 2009.”

5. Electronic NOD is allowed and at the discretion of the City.

6. Employees to be paid once per year for up to 3 unused vacation days per year which is not includable in FAC (sec. 31.23). Employees to be paid once by the second pay in August for up to 3 unused vacation days from the prior fiscal year.
7. Police officers and detectives promoted into this unit will retain the same Pension, Retiree Health Care and Longevity Benefits they had prior to being promoted.

8. Letter of agreement date 12-3-13 shall be continued until the expiration of the contract.

CITY OF ROYAL OAK

POLICE OFFICERS LABOR COUNCIL
- COMMAND UNIT

BY: DATE

BY: DATE

BY: DATE

BY: DATE

Mary 4/7/16

Peter 4/7/16

Bob 4/7/16

Pete 4/7/16