

TENTATIVE AGREEMENT

PROTECH CITY OF ROYAL OAK AUGUST 3, 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. Electronic NOD is allowed and at the discretion of the City.

4. Health or Retirement Savings Account or HCSP:

The City will contribute 3% of the employee's gross base wages, with five-year vesting for City contributions. The Employee will contribute 1% of the employee's base wages. The employees may contribute additional amounts above 1% if they so desire, provided such additional contributions are permitted by the provider, but the City will not match such extra contributions.

5. Sick leave payout:

	Current Language		Suggested
	Old Tier	New Tier	New Tier
Hours accrued/year	96	72	72
Hours Req	360	360	270
Hours to Prior Sick	48	48	36
Maximum Payout	48	24	36

Numbers above assume no sick leave was used and maximum accrual was reached at end of FY

TENTATIVE AGREEMENT

PROTECH CITY OF ROYAL OAK AUGUST 3, 2016

6. The City will close on New Year's Eve Day and members of the bargaining unit may use vacation, comp or PB bank to be paid for the day. There is no longer an option to work.
7. Defined contribution plan: – Modify to read: "The contribution rate will be 9% for the employers and 5% for the employees. Vesting will be 5 years under this plan." The changes in this paragraph and paragraph 4 above will be implemented when practical with the carriers.
8. **Bereavement Leave** - Same as TPOAM
9. Establish Accountant III position and Analyst III.
10. The parties will continue to discuss dental and orthodontic and the retirement definition under the second tier.
11. City agrees for members to be paid once a year for up to 3 unused vacation days. Those payments will not be included in FAC and are not part of the base wages.

CITY OF ROYAL OAK

[Signature] 8/5/16
BY: DATE

Maryjo DiPaolo 8/8/16
BY: DATE

BY: DATE

PROFESSIONAL & TECHNICAL EMPLOYEES

[Signature] 8/8/16
BY: DATE

[Signature] 8/8/16
BY: DATE

BY: DATE