

**CITY OF ROYAL OAK
AND**

Foremen and Supervisor's Association (DPS)

**EMPLOYER'S PROPOSAL
March 20, 2019**

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

**CITY OF ROYAL OAK
AND
FOREMEN & SUPERVISOR'S ASSOCIATION (DPS)**

**EMPLOYER'S PROPOSAL
March 20, 2019**

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

1. Duration:

One Year

July 1, 2019 – June 30, 2020

2. Wages:

A 2.5% across-the-board wage increase.

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%. This provision will take effect for the plan year beginning April 2019.
4. The 10% premium sharing and PA 152 opt-out provisions in #3 above will continue for the succeeding contract and will not be subject to change or negotiations by either party, however, the moratorium on these issues will be no more than an additional two (2) years.
5. At the city manager's discretion, city funds may be used for de minimis expenses on employee appreciation.
6. All other provisions will be carried forward.

7. This Tentative Agreement is contingent upon ratification by both parties.

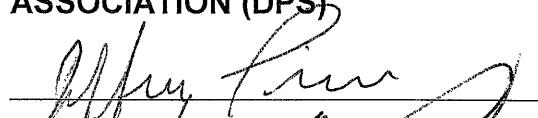
CITY OF ROYAL OAK



3/20/19

Julie Rudd 3-20-19

FOREMEN & SUPERVISOR'S
ASSOCIATION (DPS)



3/20/19



Amy Linn 3/20/19