

**CITY OF ROYAL OAK
AND
DEPARTMENT HEAD AND
DEPUTY DEPARTMENT HEAD ASSOCIATIO
TENTATIVE AGREEMENT**


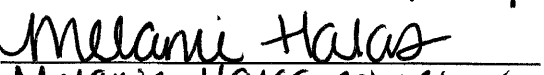

January 25, 2022

1. Duration: July 1, 2021, to June 30, 2023
2. Wages: July 1, 2021, 2.5%
 July 1, 2022, 2.5%
3. The City will add an employee option for healthcare. A Blue Care network option which will be available to members of the bargaining unit at their sole discretion as an option. To offer this benefit, the City needs 50 City employees to select this option. At open enrollment, members may select either of the two options at their discretion. Please see attached. This option will be provided at the next open enrollment.

This option would not extend into retirement for those members who are still eligible for retiree healthcare.
4. The City is improving the vision coverage to provide instead of bi-annual glasses/contact lenses and exams, they may be purchased annually. See attached. Effective next open enrollment
5. Annuity Withdrawal: The PBGC rate is no longer available. The parties agree to continue to discuss this issue.
6. Disability—Non-Duty. Please see the attached proposed disability program which would extend to Social Security age if eligible. It has a 30-day waiting period for STD. LTD kicks in after 180 days. The City still would retain the right to select carriers or self-insure. This plan is through Prudential at this time.
7. Vacation Leave. Effective July 1, 2022, members of this bargaining unit will receive the vacation benefits of the First Tier only. Accruals for the receipt of these benefits will begin effective July 1, 2021 but will not be received until the fiscal year beginning July 1, 2022.

8. Healthcare: The City will continue to opt out of PA 152 with maintenance of the existing healthcare option of CB3 with the supplemental BCN option noted above. Maintain 90/10.
9. The City will provide a one-time adjustment due to Covid where all members of the bargaining unit as of June 30, 2021 will receive a one-time \$1,500 payment which will not be included in final average compensation (FAC).
10. Tier 2 Employees: Retirement definition same as Tier 1 for eligibility for leave bank payouts at retirement. All members of the bargaining unit whether Tier 1 or Tier 2 must meet the same age and service requirements to receive this benefit.
11. Tuition Reimbursement: The City is working on a new policy to increase the payments for tuition reimbursement which will be across-the-board.

CITY OF ROYAL OAK


Michael C. Fournier, Mayor

Melanie Halas, City Clerk


DEPARTMENT HEAD AND DEPUTY
DEPARTMENT HEAD ASSOCIATION

