

CITY OF ROYAL OAK
AND
FOREMEN & SUPERVISORS ASSOCIATION

TENTATIVE AGREEMENT

June 10, 2024

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1. **Duration.** Two years, July 1, 2024 – June 30, 2026.
2. **Sick Leave.** Effective upon ratification of the agreement, the City will agree to eliminate the second tier for the accrual of sick leave on a monthly basis and will return to eight (8) hours accruing each month for service.
3. **Personal Business Days.** Effective July 1, 2024, the City will agree to eliminate the second tier of personal business leave.
4. **Dental Insurance.** The City will review its Dental and get back to the Union and discuss – this is a citywide issue, and the City agrees if improved, the dental benefits for the bargaining units in the City, DPS will also receive.
5. **Uniform.** The City would agree to increase the annual uniform allowance from \$300 to \$400 and would agree to increase safety shoes from \$250 to \$300.
6. **Parental Leave.** The City is working to develop a citywide policy and will continue to discuss this issue with the Union.
7. **Pensions, Annuity Withdrawal.** Pension system has adopted a provision calculating that annuity withdrawal utilizing the PGBC rate formula which was made available to the public delete contrary language.
8. **Injury Leave.** Increase injury leave pay to 360 hours.
9. **Bereavement.** Add, “In loco parentis.” Include the aforementioned as well as possible domestic partner.

If any improvements are provided to the Bereavement policy on an across-the-board basis throughout the City, members of this bargaining unit will also receive this additional item.

10. **Tuition Reimbursement.** The City is developing a citywide policy for non-public safety groups. Should it develop such a policy, it will be provided to the Union for discussion purposes and possible inclusion.

11. The parties agree to meet and discuss the City's Efficiency and Operational Study upon its completion.

12. **Life Insurance.** The City is continuing to review the issue of life insurance and will further discuss this issue with the Union.

13. **Pay Plan.**

- A. 1. All classifications will receive a \$1.00 an hour increase effective July 1, 2024.
2. Effective July 1, 2024, all classifications will receive a 4% pay raise after rolling the dollar in noted above.
3. Effective July 1, 2025, all classifications will receive a 3% pay raise.
4. Following ratification of this agreement and as soon as practical thereafter, all members of the bargaining unit will receive a \$1000 check which reflects a lump sum payment for the additional dollar an hour noted above reflecting the adjustment to approximately January, 2024.

CITY OF ROYAL OAK

FOREMEN & SUPERVISORS ASSOCIATION


By Dennis Van de Laar, HR Director Date 06/14/2024


By Jeff T. Downing Date 6-14-24

By _____ Date _____


By Andrew Gellesch Date 6-17-24


DUANE DIXON 06/14/24