

**CITY OF ROYAL OAK**

**AND**

**DEPARTMENT HEAD AND**  
**DEPUTY DEPARTMENT HEAD ASSOCIATION**

**TENTATIVE AGREEMENT**

**September 5, 2024**

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

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1. **Duration.** Two (2) years, July 1, 2024 – June 30, 2026.
2. **Pay Plan.**
  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. Effective upon 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.
3. **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. That Tier eliminated prospectively all language.
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, Department Heads will also receive.
5. **Parental Leave.** The City is working to develop a citywide policy and will continue to discuss this issue with the Union.

6. **Amend Section 35, Bereavement.** Add, "In loco parentis." Include the aforementioned as well as possible domestic partner.

The City would also propose that if any improvements are provided to Bereavement policy on an across-the-board basis throughout the City, members of this bargaining unit would also receive this additional item.

7. **Section 38, Tuition Reimbursement.** The City is developing a citywide policy for non-public safety groups. Will continue to discuss with Union.

8. **Insurance.**

A. The City will continue the existing Healthcare provision for the term of the Agreement and continue to opt out of PA 128.

B. BCN option already declined, delete from contract.

9. **Personal Business Days.** Effective July 1, 2024, the City will agree to eliminate the second tier of personal business leave.

10. Effective July 1, 2025, increase the Employer's contribution to the employees' 401 by 1% effective on the employees' seventh anniversary.

11. Agree to Union proposal to sell back two additional unused vacation days effective July 1, 2025.

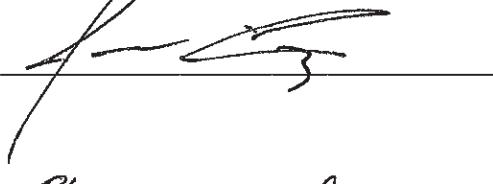
12. Eliminate City Employee Relations Committee from Grievance Procedure, replace with arbitration. MERC or AAA.

13. Comp time usage limitations will continue to be discussed with the union.

CITY OF ROYAL OAK

  
Dennis Van de Laar, HR Director

DEPARTMENT HEAD AND DEPUTY  
DEPARTMENT HEAD ASSOCIATION

  
Christopher Gormy