

CITY OF ROYAL OAK
AND
44th DISTRICT COURT EMPLOYEES
SUMMARY OF PAY AND BENEFIT
MODIFICATIONS

July 1, 2011 – June 30, 2013

**CITY OF ROYAL OAK
AND
44th DISTRICT COURT EMPLOYEES**

1. Duration: 2 years.

July 1, 2011 – June 30, 2013

2. Healthcare – Community Blue – 3 / \$30 OV / \$30 Chiro / \$250 ER / \$10/\$40/\$80 Rx. Eliminate HMO options. This provision shall take effect January 1, 2012.

Employees will pay ten percent (10%) of the premium per month for their healthcare choices. The payment initially will be based on the June 2011 rates. The payment will be adjusted at open enrollment in Spring each year thereafter. A member may select to have this deduction made on a pre-tax basis.

3. The parties agree to six (6) unpaid holidays per fiscal year.

Employees may use vacation, personal business, or comp time for these days.

4. The health insurance at retirement will be the plan noted in 2 above, or its equivalent, with the drug card noted above, except as noted in 5 below. The City may afford retirees available equivalent options at its discretion.

5. Healthcare at retirement to mirror healthcare for active employees, including prescription coverage. Should hospitalization and medical care benefits coverage provided to active employees cease for any reason, the insurance last covering the retiree will remain in effect.

There shall be no premium sharing in retirement.

6. Work hours shall be determined at the discretion of the Judges.

7. FMLA Language

Eligible employees will be accorded family and medical leave in accordance with the provisions of the Family Medical Leave Act of 1993, as amended. Employees will be required to use sick, vacation and

compensatory banks in that order during an FMLA leave. In no event, however, will an Employee be required to reduce their vacation banks to less than forty (40) hours.

8. The healthcare at retirement provisions will only apply to individuals hired before July 1, 2007.
9. The parties also agree that should the City provide different healthcare coverage than noted above in paragraphs 2, 4 and 5 in a negotiated agreement with any City Union, except an Act 312 arbitration award, the Court may request to sit down and discuss that issue with the City to determine whether the level of coverage and percentage payments by employees provides better coverage. The Court may consider that option rather than the one provided.
10. Effective January 1, 2012, prospectively, the multiplier for the first 20 years of service will be 2.25% for service after January 1, 2012. For all years of service after 20 years, the multiplier remains unchanged.
11. Effective with the first full pay period beginning after January 1, 2012, there will be a 2.5% wage reduction for all employees of the Court. There will be a wage freeze provided in the 2012-13 fiscal year.
12. Effective with the first full pay period beginning after January 1, 2012, there will be mandatory direct deposit.
13. Healthcare premium costs for employees hired on or after July 1, 2011 shall include a minimum employee share of 20%.
14. All necessary statutory language required by State law will be incorporated into this agreement.

CITY OF ROYAL OAK

[Signature] 11/21/11
BY: DATE

[Signature] 11/21/11
BY: DATE

44th DISTRICT COURT EMPLOYEES

[Signature] 11/22/11
BY: DATE

[Signature] 11/22/11
BY: DATE