

CITY OF MADISON HEIGHTS

**MADISON HEIGHTS PATROL OFFICERS ASSOCIATION
AND
THE CITY OF MADISON HEIGHTS
TENTATIVE AGREEMENT
February 20, 2019**

1. **Duration:**

3-Year Term (July 1, 2018 – June 30, 2021)

2. **Wages:**

- A. July 1, 2018 – Officers 2.25%, PSAs 4% retroactive to July 1, 2018
- B. July 1, 2019 – Officers 2.25%, PSAs 2.25%
- C. July 1, 2020 – Officers 2.25%, PSAs 2.25%
- D. Signing bonus of \$500, not rolled into base pay, paid at ratification

3. **Health Insurance:**

- A. Keep Community Blue 4 and current drug plan.
- B. Keep 90/10 premium share for duration of the contract and for the next contract.

4. **Life Insurance:**

Life insurance at retirement shall be eliminated for all members of the bargaining unit.

5. **Retirement Health Care:**

- A. Employees who retire after July 1, 2019 who are eligible for health insurance shall mirror active health care plan, including any employer contributions to HSA, HRA or other employer contributions made to active employees. Should health insurance be eliminated in a subsequent collective bargaining, the retiree shall retain the healthcare coverage he/she was enrolled in at the time of elimination.

- B. The retiree shall also mirror the “opt-out” provisions and payments of active employees.
- C. Eligible retirees that were hired before July 1, 2009 and attain Medicare age, shall receive a \$300 stipend per month per employee and per eligible spouse to purchase Medicare Supplemental insurance, at which point all City obligations shall cease.
- D. The City shall offer to any member of bargaining unit, who is eligible for retiree health care with less than twenty (20) years of credited service the option to participate in a retirement health care buy-out program. Should a member choose to participate, the City shall deposit \$4,000.00 per year of credited service into a Retirement Health Care Savings Account. After which the Employee shall be eligible to participate in the City’s RHSP for all future years of service.
- E. Duty Disability:

Members of the department hired on or after July 1 , 2009, who meet the eligibility requirements for a duty related disability pension, and have been granted such pension by the City of Madison Heights Act 345 Retirement Board, will be eligible for retiree health insurance so long as they continue to receive a duty disability pension from the City of Madison Heights subject to the following conditions:

1. It will cover the duty disability retiree and their spouse and dependents at the time they were determined to be eligible for duty disability retirement only;
2. During the period when they are eligible, the member will be provided the same health insurance and prescription drug coverage provided to active employees as may change due to mirroring;
3. A member will not be eligible to receive benefits under this provision if they or their spouse are eligible to receive health insurance benefits under any other health insurance plan;

This benefit cease upon the occurrence of any of the below events:

- a. Termination of the employee's duty disability retirement and pension.
- b. Eligibility to participate in a federal or state health care program that provides similar insurance to that of the active workforce.

c. Attainment of regular retirement age, but under no circumstances will this benefit continue past age sixty-five (65).

4. To be eligible under this benefit, anyone hired on or after July 1, 2009 who has a retiree healthcare savings plan, the retiree must first utilize and exhaust those payments to pay premiums for these benefits and, thereafter, if otherwise eligible, the City will pay the benefits above.

6. Pension:

A. Eliminate overtime from FAC effective December 31, 2020.

B. Freeze annuity for Tier 1 Officers hired on or before June 30, 2009 effective 6/30/2019 and going forward.

C. Limit annuity withdrawal to 85% for those Tier 2 Officers hired after June 30, 2009 and before July 1, 2019

D. Eliminate interest on annuity effective January 1, 2020.

E. Officers hired on or after July 1, 2009 shall be eligible for full pension benefits at 55 years of age and 15 years of service. The parties acknowledge that should an officer hired on or after July 1, 2009 leave the City prior to age 55 but with more than 10 years of service, they would not be eligible to draw their pension until age 60.

F. Eliminate annuity withdrawal on contribution made into the Pension System for employees hired on or after July 1, 2019, however, revise their contribution to 6.9% of pensionable wages.

7. Article XI – Holidays and Personal Leave Days
Eliminate Employee Birthday and add Martin Luther King Jr. Day effective July 1, 2019.

8. Article XIX, Letter E – Modify amount of unused vacation and sick placed in HCSP from 100% to 50% -- when employee leaves after 10 years of service.

9. Beginning 9/1/2019, Patrol Officers hired after July 1, 2009 and by July 1, 2019 shall receive an annual \$1,000 for weapons proficiency allowance for qualifying with all issued firearms.

10. PSA – Beginning September 1, 2019, PSAs hired after July 1, 2009 shall receive an annual \$1,000 allowance for maintaining Emergency Medical dispatch certification.
11. PSA – Include PSAs in Article VII – Notice of Disciplinary Action, exclude paragraphs 7 and 8.
12. All other provisions carried forward.

FOR THE CITY:



Patricia Marsh

Date: 2-26-19

FOR THE UNION:





Date: 2-26-19